

## Fred Victor, Vice-President, People and Culture

*Fred Victor acknowledges this land, known as Tkaronto, and honours the stewardship, past, present and future of the Wendat, the Chippewa, the Haudenosaunee, the Anishinaabe, and most recently, the Mississaugas of the Credit First Nation. Tkaronto is part of the Dish With One Spoon Territory.*

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Fred Victor is a social service charitable organization committed to improving the health, income, and housing stability of individuals experiencing poverty and houselessness in Toronto. Serving more than 3,000 people each day across 20 sites throughout the City, and having served numerous individuals over its 125-year history, Fred Victor ensures that the people interfacing with the organization are treated with respect and unconditional positive regard. Going a layer deeper, the organization is committed to inspiring an equitable world where resources are distributed in a manner that empowers all people to live with greater self-determination, meaning, and dignity.

Fred Victor is in a notable period of development and in this important time where human-centered, empathic, and inspiring leadership is paramount to an organization's success, Fred Victor invites applications from leaders possessing these qualities for the inaugural role of **Vice-President, People and Culture**.

Reporting to the Chief Executive Officer and as a member of the senior management team, the VP, People and Culture is responsible for ensuring Fred Victor's Human Resources strategy and practices align with the organization's mission, values, and direction, and works closely with their departmental team and colleagues across Fred Victor to ensure equity, diversity, and inclusion (EDI) practices and principles are woven into the very identity of the organization. Among other areas of responsibility, the VP, People and Culture drives important conversations around organizational planning and design; develops, implements, and evaluates HR policies and programs across the organization; provides counsel and advice to other administrators around advancing a workplace environment that's increasingly responsive to the needs of a diverse employee complement; and, leads a team overseeing the full suite of HR services (including employee/labour relations, compensation & benefits, recruitment & retention, and so forth).

The individual most likely to realize success in the role brings: experience in a senior HR management role within a social service system, preferably in a non-profit organization or in the broader public sector; experience working in a unionized environment; and, experience advancing equity and inclusivity in the workplace and enhancing employee engagement across cross-functional and multiple sites. The inaugural VP, People and Culture must be a strategic and forward-thinking leader who can balance high-level oversight with the more hands-on elements of the position, which includes opportunities for community engagement, budgetary management, and optimizing programs and systems as they relate to HR. A

degree/diploma in a relevant field is sought (e.g. Labour Relations, Human Resources Management, etc.), or the equivalent combination of education, professional certification, and professional work experience.

Fred Victor strives to foster a workplace that reflects the diversity of the community that it serves and welcomes applications from all qualified candidates. To ensure an applicant list that has greater representation from Black, Indigenous, and People of Colour, thereby reflecting Canada's diverse population, Fred Victor is partnering with BIPOC Executive Search. All interested applicants are encouraged to apply; although Canadian citizens and permanent residents will be given priority. Interested applicants can send their resume to Shirley Ley or Theresa Chan by e-mailing [sley@bipocsearch.com](mailto:sley@bipocsearch.com), or can apply through the BIPOC Executive Search mobile app.

Fred Victor is also committed to developing an inclusive, barrier-free selection process and work environment. If contacted, please advise Shirley Ley at the e-mail address above if you require any accommodation measures to ensure you will be interviewed in a fair and equitable manner. Information received relating to accommodation requests will be treated with confidentiality.

All Internal and External job applicants must declare their vaccination status in their job applications—whether they have been fully or partially vaccinated. All candidates offered a position with Fred Victor Centre from September 30, 2021, onward must be fully vaccinated and provide proof of their vaccination as a condition of employment. Fred Victor Centre will comply with its Human Rights obligations and accommodate employees who are legally entitled to accommodation.

*We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.*