

Fred Victor, Director, Wellness, Culture and Learning

Fred Victor Centre 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.

Fred Victor Centre is a social service charitable organization committed to improving the health, income, and housing stability of individuals experiencing poverty, houselessness, and mental health and substance use struggles 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 responsive, empathic, and attuned leadership is paramount to an organization's success, Fred Victor invites applications from leaders possessing these qualities for the inaugural role of **Director, Wellness, Culture and Learning**, a position that will give an individual an opportunity to make an indelible impact on human growth and development.

Reporting to the VP, People and Culture and acting as an integral member of Fred Victor's Senior Leadership Team, the inaugural Director, Wellness, Culture and Learning is responsible for ensuring Fred Victor's wellness strategy aligns with the organization's mission, values, and direction, and works closely with their departmental team and colleagues across Fred Victor to ensure human centred wellness principles and best practices are woven into the very identity of the organization. Among other areas of responsibility, the Director, Wellness, Culture and Learning uses key indicators and metrics of organizational health and wellness to inform tangible, solutions-focused outcomes that centre human investment and psychological health and safety; develops, implements, and evaluates wellness-related policies and programs across the organization; and provides counsel and advice to the Leadership Team around advancing a workplace environment that's increasingly responsive to the needs of a diverse employee complement, with special attention to the impact the Pandemic has had on mental health and well-being

The individual most likely to realize success in the role brings: experience in a senior 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 wellness across cross-functional and multiple sites. The Director, Wellness, Culture and Learning must be a visionary and forward-thinking leader who can balance strategic oversight with the more hands-on elements of the position, which requires the capacity to create and hold space for anti-oppressive and trauma-informed dialogue; a strong understanding of the

factors that ignite human resilience, morale, and engagement in the design of onboarding, return-to-work, and recognition programs; a thorough understanding of how to cultivate sustainable work environments that inspire collective care and community building; and expertise in developing systems that facilitate authentic and transparent organizational communication. A degree/diploma in a relevant field is sought (e.g. Human Resources Management, Social Work, Nursing, 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 by e-mailing 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 candidates offered a position with Fred Victor from September 30, 2021, onward must be fully vaccinated and provide proof of their vaccination as a condition of employment. Fred Victor will comply with its Human Rights obligations and accommodate employees who are legally entitled to accommodation.

The salary for the role of Director, Wellness, Culture and Learning will be approximately \$90,000 to \$105,000, plus benefits package, depending on skills and experience. 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.