



JOB POSTING – Executive Director, Indigenous Programs

Organization:	Right To Play International
Department/Division:	Indigenous Programs
Work Location:	Toronto OR Vancouver, Canada
Work Arrangement:	A combination of in-office and remote-working in accordance with Right To Play's work arrangement and the operational needs of the department.
Authorized to work in:	Canada (Eligible to work legally without requiring sponsorship or work permit)
Target Hiring Range:	Starting salary from CAD \$145,380 gross per annum (before taxes)
Target Start Date:	Immediate
Contract Duration:	Full-time / Permanent
Application Closing Date:	December 6, 2023 (Deadline updated)

ABOUT US:

Right To Play is a global organisation that protects, educates and empowers children to rise above adversity through the power of play. We help millions of children each year to stay in school and out of work, to prevent life-threatening diseases and to stay safe from exploitation and abuse. We are the leading global development organization that uses play to transform the lives of children and youth impacted by poverty, war, disease and inequality.

Established in 2000, Right To Play reaches children through experiential programming in 15 countries in Africa, Asia, the Middle East, and North America. These programs are supported by our headquarters in Toronto, Canada; London, UK and seven national offices across Europe and North America.

With a shared passion for our mission, our Culture Code guides how we act and interact based on five core pillars:

- **Accept Everyone** – *Be intentional about inclusion*
- **Make Things Happen** – *Seek opportunities to lead and innovate*
- **Display Courage** – *Act with integrity*
- **Demonstrate Care** – *Look after yourself and one another*
- **Be Playful** – *Have fun at work*

Please visit [our website](#) to learn more about who we are and what we do, and [watch this video](#) to find out about the five pillars of our Culture Code.

ROLE SUMMARY:

The Executive Director, Indigenous Programs is responsible for providing high-level oversight, strategic guidance and technical support to Right To Play's Indigenous Programs in Canada. The ultimate goal of the position is to manage and grow Right To Play's Indigenous Programs, to increase the quality, efficiency and long-term impact



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Website: righttoplay.com

of our programs, and to promote and advocate for sustained high level engagement of civil society organizations and the communities with which we partner.

WHAT YOU'LL DO:

#1: Program Strategy Development and Implementation (35% of Time):

- Leads the development, implementation and review of the strategic vision and direction of Right To Play's Indigenous Programs in line with the strategic direction of Right To Play International.
 - Ensures accountability including relevant reporting of Right To Play activities at all levels through efficient and transparent use of program resources.
 - Oversees the development of comprehensive Monitoring & Evaluation frameworks and systems that align with program, beneficiary and donor needs, and demonstrate a deep understanding of the OCAP Principles.
 - Keeps abreast of the social-economic and political changes in the environment and undertakes timely strategic review of the Right To Play program strategy in Canada engagement with relevant stakeholders ensuring continued relevance particularly within Indigenous models of community development.
 - Ensures that learning is regularly generated within the program and is documented and shared across the organization.
 - Provides strategic and technical advice on the potential application of best practices from Right To Play's Indigenous Programs in Canada to other relevant contexts at the global level. This may include exploration of potential partnerships with Indigenous peoples in other country contexts.
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#2: Program Financial Management and Administration (20% of Time):

- Provides oversight on the financial and administrative management of the Program.
 - Oversees the funding framework development together with Canadian National Office and monitoring of the annual program budget in alignment with RTP guidelines and donor requirements.
 - Holds overall accountability for the financial compliance and reporting of the Program including the annual and project-specific audit processes.
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#3: People Management and Capacity Building (20% of Time):

- Oversees the people management aspects of the program and provides guidance on key Right To Play's stated policies, practices and procedures as well as the relevant employment laws to ensure the team receives adequate support and delivers efficiently and according to plan.
- Oversees the safety, security and welfare of staff and partners, including risk and vulnerability assessments and the implementation of Right To Play's policies on child safeguarding, gender equality,



workplace harassment and violence, and sexual misconduct.

- Ensures that staff recruitment meets high quality standards in terms of competencies, experience and character in order to drive the organization to excellence.
- Leads, coaches and develops the Indigenous Programs Senior Management Team, ensures they are equipped with required expertise in programmes, policy, advocacy and finance.
- Engages with the HQ technical teams (People & Culture, Finance, etc.) and the Global Programs Unit in responding to emerging issues in the programme.

#4: Representation and Community Engagement (10% of Time):

- Represents Right To Play in strategic meetings, conferences, forums and other public events and contributes towards consolidating and raising the profile of Right To Play's work with Indigenous communities, both domestically and internationally.
- Develops and strengthens relationships with local organisations and networks and establishes national strategic relations and alliances with partners and civil society, particularly Indigenous governance bodies and Indigenous-led organizations.
- Explores new forms of partnership with Indigenous communities, such as the provision of technical assistance on the use of play and sport in their own programs.
- Promotes knowledge of Right To Play programs, mandates and values amongst all stakeholders, potential partners and the general public with a high degree of political acumen and deep understanding of Canadian discourse surrounding reconciliation and allyship.
- Supports the Canadian National Office in effective donor stewardship and positive government relations by promoting a deep understanding of Right To Play's partnerships with Indigenous communities amongst potential and existing donors and government at federal and provincial levels.

#5: Lead Cultural Awareness / Knowledge initiatives (10% of Time)

- Together with the Training Team promotes a high level of cultural awareness in Indigenous Programs staff, throughout robust induction and ongoing orientation and training.
- Provides strategic advice to Right To Play's executive team to enhance the overall cultural awareness of Right To Play senior leadership and to advance Right To Play's reconciliation strategy.
- Promotes and recommends options for enhancing representation of Indigenous people in Right To Play's governance structures.

#6: Other Tasks as Assigned (5% of Time)



WHAT YOU'LL BRING (ESSENTIAL):

EDUCATION/TRAINING/CERTIFICATION:

- Post secondary degree in social sciences, development studies, social work, education or other related discipline OR comparable combination of education and lived experience working with and in Indigenous communities.

EXPERIENCE:

- Substantial experience working with Indigenous communities in Canada, required.
- Experience in a leadership role within a large organization working on strategic planning, program design and implementation, human resources and financial management, required.
- Experience in managing issues related to international or community development programming (e.g. sport for development, health, education, community recreation programs, gender equality, etc.), required.

COMPETENCIES/PERSONAL ATTRIBUTES:

- Ability to effectively represent and promote organizations and programs to a diverse set of stakeholders, with a high degree of cultural competency.
- Demonstrable consensus-based leadership, influencing and managerial skills.
- Strategic planning skills and ability to translate strategy into operational plans.
- Creativity and problem-solving skills.
- Ability to work under pressure meeting deadlines.
- Demonstrated ability to set team priorities and provide oversight to programs and budgets.

KNOWLEDGE/SKILLS:

- Deep knowledge of the historical and current context for Indigenous people in Canada, required.
- Knowledge of frameworks for engaging on Indigenous issues at the international level, desired.
- Knowledge of approaches to programming and partnerships with Indigenous communities in non-Canadian contexts would be an asset.
- Proven knowledge of program management, including budgetary control and financial management, required.
- Demonstrated computer skills especially in MS Office packages.

LANGUAGES:

- Fluency in spoken and written English



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BONUS IF YOU'LL BRING (NOT ESSENTIAL):

- Master's degree in social sciences, development studies, social work, education or other related discipline
- Knowledge of Indigenous research approaches and OCAP Principles.
- Fluency in Indigenous languages and/or French.
- Communications or Stakeholder Relations experience.

WHO YOU ARE:

You are highly driven, results-oriented, collaborative, and well-rounded leader with a passion for working with children and youth. You are an exceptional communicator with excellent networking skills. You have an understanding of colonial history and how it impacts Indigenous peoples in Canada. If you are committed to advancing work grounded in social justice, equity, and anti-oppression, this is the job for you!

WHAT YOU'LL GET:

The opportunity to collaborate with an innovative global team who are passionate about working with children and youth. You will gain experience working for a globally recognized organization with a healthy culture premised on our Culture Code (**accept everyone, make things happen, display courage, demonstrate care and be playful**). You will be immersed in an environment where learning and development is encouraged and valued, and “play” is appreciated as a core avenue to building community.

- Competitive salary and benefits (e.g. Group RRSP Plan, gym membership)
- Flexible work arrangements (e.g. work from home and flex hours)
- 20 days annual leave
- Up to 3 personal days per year
- Up to 5 personal learning and development (L&D) days per year
- Maternity/paternity/parental leave top up and support
- Annual learning week
- Annual staff recognition awards
- Opportunity to connect with employees across our offices (Facebook Workplace)
- Opportunity to engage in global projects and initiatives
- Wellness programs
- Playful activities and events

HOW TO APPLY:

If you are interested in applying for this position, please apply with your resume and cover letter in English via the application link.



Application Link: <https://righttoplay.hiringplatform.ca/152671-executive-director-indigenous-programs/624744-application-form/en>

While we thank all applicants for their interest, only those selected for interviews will be contacted. **Shortlisting of applications will begin immediately and interviews may be held before the closing date.**

Right To Play provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. As such, we encourage groups who have been historically disadvantaged with respect to employment to apply for positions at Right To Play. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

We value and promote a culture of diversity, equity, inclusion, and belonging. Should you require any accessibility related accommodations or specific adjustments to ensure fair and equitable access throughout the recruitment and selection process, and thereafter, please reach out to the People & Culture team by email at careers@righttoplay.com. All information provided will be treated as confidential and used only to provide an accessible candidate experience.

We are a child-centered organization. Our recruitment and selection procedures reflect our commitment to the safety and protection of children in our programs. **The successful candidate will be required to provide a satisfactory Vulnerable Sector Screening or equivalent criminal check as a condition of employment.**

EMPLOYEE VACCINE POLICY:

To protect the health and safety of our employees and the communities we serve, Right To Play requires all employees and volunteers based in Canada to be fully vaccinated against COVID-19. **The successful candidate will be required to provide proof of vaccination against COVID-19 as a condition of employment.**

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