

Associate Director, Communities Building Belonging

About Tamarack:

Tamarack catalyzes collective action with diverse leaders to solve major community challenges including ending poverty, building youth futures, deepening community, and addressing climate change. Our vision is to build a connected force for community change.

- [Communities Ending Poverty](#): more than 90 regional members and representing more than 400 communities, focused on ending poverty.
- [Communities Building Belonging](#): more than 40 neighbourhoods, towns, and cities that are starting from the existing assets in communities to build connection, civic engagement, and belonging.
- [Communities Building Youth Futures](#): 20 communities supporting the learning journeys of youth and working with them toward transitions through high school graduation to post-secondary education, training, and employment.
- [Community Climate Transitions](#): 37 communities advancing just climate transitions by bringing together diverse community members to develop and implement local transition plans that address climate, equity, and other intersecting challenges.
- [The Learning Centre](#): translates community-developed knowledge and success stories into purposeful practice and skill-building tools that advance the five interconnected practices of community change.

Since its founding, Tamarack has sought to center those with lived and living experience in its work.

THE IDEAL CANDIDATE

For six years, Tamarack has partnered with residents and communities looking to build social connection and belonging through a mix of programs, capacity-building, and systems change strategies. Our work to support communities is now in a moment of growth and evolution, and our long-time associate director is moving into a new role, focused on scaling up local examples of belonging-focused work into broader systems. As such, we are inviting applications for an associate director level position supporting our network of local communities building belonging. You can learn more about Communities Building Belonging in our [co-created guide to this work](#).

In this position, you will advance belonging as an *outcome* and *an area of systems change* by developing tools, resources, and events. You will support members of local place-based collaboratives focused on building belonging to build and sustain whole-of-community plans for belonging. You may work with individual residents or institutions to support them in activating others to form such partnerships. You will be a coach, a wayfinder, an amplifier, and a facilitator. You will support a small team and participate on Tamarack's Directors team, helping to shape the ongoing evolution of our [2030 plan](#).

You will thrive if you enjoy learning from and with people with diverse experiences and perspectives, designing and holding processes, bringing people together around complex goals, and organizing in complex and entrepreneurial environments, most often without formal authority!

KEY RESPONSIBILITIES

Community-Facing Responsibilities:

- Advance belonging as an *outcome* and an *area of systems change* by developing tools, resources, and events.
- Build an understanding of the multiple models for community development that centers the gifts and aspirations of community members, with a focus on community members from equity-deserving backgrounds. Build reciprocal relationships and partnerships with those who know these models.
- Partner with members of local place-based collaboratives focused on building belonging. Via coaching, wayfinding to relevant tools and resources, and amplification of their work, support them to design and implement plans focused on an aspect of belonging at a whole-of-community scale.
- Retain members and recruit new members so that our network stretches coast-to-coast-to-coast and is representative of the population of Canada / Turtle Island.
- Conceptualize and write papers, blogs, case studies, tools for action, reports, and workshops and courses. Many of our publications are produced in both French and English and we place a particular emphasis on engaging Francophone learners and communities in Quebec and other provinces and territories.
- Host communities of practice and organize and deliver webinars and workshops.
- Engage communities in ongoing reflection about their goals, impacts and learnings. Work with a number of communities each year to tell the stories of their impacts and of Tamarack's contributions. Support team members to do the same.

Internal-Facing Responsibilities:

- Supervise and coach team members to support members to make measurable progress on belonging.
- Continually refine, champion and center Communities Building Belonging's Theory of Change, Measurement Framework, and Three Year Plan (which is tied to Tamarack's 2030 plan) based on learnings from members.
- Communicate learning, progress, and impact internally and with strategic partners.
- Participate in cross-departmental teams (including an internal Equity, Inclusion, Justice and Reconciliation team of your choosing)
- Interface with a small group of prospects and donors, with support from Tamarack's director of resource development. Provide content for proposals, reports and other prospecting and stewardship activities.
- Mold an organization where belonging is a measurable indicator of our results and values and where restorative practice is an individual and collective priority.

Qualifications:

- 5 years' experience in community development, asset-based community development, partnership building or a related field.
- Experience working with diverse communities and demonstrated practice in understanding the policies and mindsets that have led to today's systemic inequities.
- Ability to facilitate conversations about belonging, equity, justice and reconciliation that inspire openness, shared understanding and collective action.
- Experience in moving others to action around strategies that build belonging.
- Experience and passion for using data to make decisions and help people align shared goals.

- Strong conflict resolution and mediation skills.
- Strong facilitation, writing, and presentation skills
- Able to work in a highly entrepreneurial environment
- Self-directed and able to work remotely, both independently and in cooperation with a team
- Ability to speak and write in English is required. Ability to speak and write in languages in addition to English is an asset.
- Willingness and ability to travel in Canada, as required

Tamarack's Commitment

Tamarack is committed to inclusive, respectful, and equitable workplaces that represent the communities we support. We are a learning organization who is continuously working to improve our systems, policies, and practices to remove barriers to support the success of our staff and learning community. As an organization we are accountable for creating equitable opportunities and a sense of belonging not only for our team, but also for our network and communities we support. We value applicants with a diverse range of experiences, skills, and backgrounds, and encourage you to apply.

At Tamarack we are committed to engage and elevate the voice of those most impacted by issues who have the greatest insight into possible solutions.

Tamarack strives to provide reasonable access and accommodation throughout the application and selection process. If you would like to request accommodation at any stage of the process, please contact isaac@tamarackcommunity.ca.

Supervision and Reporting:

This role reports to Tamarack's Co-CEO, Danya Pastuszek (she/her). This role is a member of Tamarack's Vibrant Communities Team and contributes to the overall achievement of Tamarack's strategic goals and deliverables of the Tamarack team as a whole. This role supervises 1-2 incredible team members.

Work Environment:

You may reside in any location in Canada. Tamarack is a remote work environment, and your designated office space may be in your home. All Tamarack team members receive a monthly technology stipend to support office and technology costs.

Vaccination Requirement

Tamarack requires all team members who participate in face-to-face meetings and events to be double vaccinated against COVID-19. Since this role involves travel and face-to-face meetings and events, candidates who are not vaccinated cannot be considered.

Salary & Benefits:

Tamarack provides:

- A competitive salary and benefits, including an RRSP package after two years of service
- An annual professional development fund
- A monthly technology/home office stipend
- An annual gratitude fund for team members to use to express gratitude to partners and teammates
- Flex and lieu time
- Focus Fridays and a reflection week once a quarter

- Our paid time off includes the flexible option to take two statutory holidays on days that hold meaning to you. We close our offices the last week of December so that the full team can rejuvenate at the same time.

Tamarack operates within a progressive management philosophy. This is a full-time 40-hour per week position and compensation is rated between \$75,000 and \$100,000 a year. The successful candidate will be offered a salary that is commensurate with experience.

Application Process

Tamarack is committed to creating a diverse environment and is proud to be an equal opportunity employer. We strongly encourage candidates from historically underrepresented groups to apply. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age.

The interview process will consist of a first and second round interview, led by current Tamarack team members familiar with the role. Tamarack designs interview processes with the intention of supporting applicants to learn about the organization and its culture and commitments. Interview questions will be provided in advance. External candidates who complete second round interviews will be compensated \$300 CAD for their time.

To apply, please attach one document that includes:

- A cover letter that describes your interest in the role, how you think your skills and experiences align with Tamarack's goals, and any other information you'd like to share.
- A resume that provides the names of places you've worked, dates of employment, and key duties and accomplishments.

Please submit the document to isaac@tamarackcommunity.ca by **Thursday, September 28, 2023**, with the subject Associate Director, Communities Building Belonging.

While we thank all interested applicants, only successful candidates will be contacted.