



Consulting Director Tamarack Learning Centre, Community Innovation

The Tamarack Institute is seeking a qualified Consulting Director to advance the practice area of Community Innovation within the Tamarack Learning Centre.

About Tamarack

The Tamarack Institute, founded in 2002, is a charitable organization dedicated to helping communities take ownership of local issues by making use of proven strategies for community engagement. We develop and support learning communities to help people collaborate, co-generate knowledge and achieve collective impact on complex community issues. Our vision is to build a connected force for community change. Learn more about Tamarack at www.tamarackcommunity.ca.

Our belief is that when we are effective in strengthening community capacity to engage citizens, lead collaboratively, deepen community, and innovate in place, our work contributes to the building of peace and a more equitable society. Our deepest hope is to end poverty in Canada.

About the Learning Centre

Through our work in the Learning Centre, we advance learning in our five practice areas which are integral to advancing community change:

- **Collective Impact** is the advanced form of collaboration which brings together different sectors for a common agenda to solve large, complex problems.
- **Community Engagement** is the process by which citizens are engaged to work and learn together on behalf of their communities to create and realize bold visions for the future.
- **Collaborative Leadership** brings together the appropriate people in constructive ways to create authentic visions and strategies for addressing shared concerns.
- **Community Innovation** is understanding how social innovation practices can be created, tested, and scaled within the community context enhancing the ability to act collectively toward outcomes and results.
- **Evaluating Impact** is the process of evaluating not only a single program or issue, but also the large scale, multi-faceted community change initiatives.



Tamarack focuses on each of these practice areas, bringing new knowledge, skills, and capacities to support the Tamarack community network and practitioners to evolve their change strategies.

Tamarack links theory and practice to support municipalities, funders, non-profits, and community leaders through on-demand coaching and consulting, in-person and digital training, and publications that guide change efforts. In 2020, over 34,000 people engaged with us from more than 4,000 cities. We also provided consulting and coaching services to 96 clients across North America and around the world, providing them with tailored support to address their most pressing challenges.

Consulting Director, Community Innovation

Tamarack defines community innovation as a form of social innovation that is rooted in a specific community or place. The Consulting Director, Community Innovation will be uniquely positioned to bring cutting edge innovation strategies to the community change environment.

Human centered design, co-design, change labs, and prototyping are all approaches and strategies deployed by social innovators. A key aspect of this role will be to explore the adaptation of social innovation techniques to community efforts. The Consulting Director, Community Innovation will bring knowledge, skills and expertise in the exploration, design and implementation of social innovation for community impact.

The role of the Consulting Director is to lead and advance their practice area and to partner with the Tamarack Learning Centre team to ensure that all areas are advanced to the benefit of our network and community change practitioners.

While advancing a practice area will be the core focus of the Consulting Director's activities, the Tamarack Learning Centre is built and maintained on a fee for service or revenue generation model. Consulting Directors are responsible for achieving overall Tamarack Learning Centre financial goals and for identifying and building viable revenue streams within their practice area.

Responsibilities

To advance Tamarack's Community Innovation practice area, the Consulting Director will be responsible for:

- Annual Assessment Plan – Development of an annual assessment of the field related to the practice area. This includes an overview of the practice area and its component parts; a scan of other practitioners in the field and their focus of work; and an identification of where the Tamarack Learning Centre can add value to advance the practice area.
- Writing – write and develop various knowledge products to advance the practice area including thought papers, blogs, case studies, and tools
- Skills Development Sessions – These sessions advance the skills of community change practitioners around the practice area and include the development and delivery of multi-day and single day in-person workshops, webinars, and on-line learning with key thought leaders.
- Consulting – Development and delivery of a consulting practice which advances the practice area and contributes revenue to the Tamarack Learning Centre.

- Partner Engagement – Identification and engagement of key partners from across the Tamarack community and externally to build out the idea area and to build new practice.
- Be an active member of the Tamarack Learning Centre team; engaged in the development and delivery of an annual work plan and committed to sharing resources, practices, and opportunities within the team environment.
- Partnership Building and nurturing strategic external partnerships which advance the idea area and the collective work of the Tamarack Learning Centre.

Qualifications

- Proven experience and education, most often through the completion of a Masters degree and a minimum of five years of employment in a related position.
- Strong understanding of the core concepts related to effective community change, social innovation impact strategies and deep knowledge and experience advancing the practice area.
- Strong research and writing skills.
- Strong ability to design and deliver workshop curriculum, knowledge products and consulting services.
- Ability to work remotely, both independently and in co-operation with a remote team, in a continually evolving organizational environment.
- Highly relational, both in-person and online, and capable of effectively building trust and commitment with the Tamarack network.
- Organized, self-motivated and self-directed, with demonstrated skills and the capacity to advance multiple priorities.
- Ability to maintain a systems-level perspective as well as ensure that the detailed deliverables are met.
- An established consulting practice in the field is an asset
- Bilingual (French and English) is an asset
- Willingness and ability to travel is required

The Consulting Director, Community Innovation will work closely the Co-CEO, Tamarack Learning Centre, and will work collaboratively with the other Consulting Directors and the Tamarack team.

Work Environment

The Tamarack Institute is a virtual organization with a small head office located in Waterloo, Ontario. The position can be home-based or performed at the Tamarack offices at the University of Waterloo. Tamarack considers candidates from anywhere in Canada.

Tamarack is committed to creating a diverse environment and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment without regard to ethnicity, colour, religion, gender, gender identity or expression, sexual orientation, national origin, genetics, disability, or age. The work of this commitment is ongoing and a priority for our team and the board.

Terms of Employment

This is a full-time permanent position. You must have the legal right to work and be based in Canada. We provide a monthly allowance to compensate for the use of your laptop and phone. If your remote office is in your home, the allowance also contributes to a portion of your home internet and home office supplies.

Salary & Benefits

Tamarack provides a competitive salary and offers a comprehensive benefits package

- Salary range: \$90,000 - \$115,000
- Full health benefits plan included extended health & dental
- AD&D, life, and disability insurance
- Technology allowance
- Remote work environment
- Professional development fund
- Gratitude fund
- RRSP contribution after two years of service

Application Instructions

Please send your application to Jana Harris, Manager Finance and Operations, at jana@tamarackcommunity.ca before **November 22nd, 2021**, with the subject Consulting Director, Community Innovation.

Please attach one document that includes your resume and a cover letter, which explains why you are interested in the role, how you think your skills and experience align with Tamarack's goals, and any other information you'd like to share.

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