

# Co-Chief Executive Officer (Co-CEO) JOB POSTING Tamarack Institute Learning Centre | Vibrant Communities Canada

## THE OPPORTUNITY

Are you a champion of people and communities as fundamental drivers of change? If so, Tamarack Institute may be the place for you. For over 20 years Tamarack has actively developed and supported collaborative strategies that engage citizens and institutions to solve major community issues across Canada and beyond. Over the next 10 years, Tamarack will contribute to an accelerated and dramatic shift to citizen-driven, place-based approaches addressing social, economic, and environmental challenges and improving community wellbeing at scale. To achieve this, we are seeking a new Co-CEO who has worked with communities as the integral drivers of change and critical in building strong and inclusive societies. At Tamarack we are grounded in new and innovative approaches to tackling society's biggest challenges. Our leadership model of two Co-CEOs enables us to harness the talent of complimentary leadership allowing each CEO to curate and grow an essential portfolio of work, while sharing the administrative responsibilities of leading the organization. The next Co-CEO of Tamarack will be a proven entrepreneur with a bold and inspiring vision. They will inspire confidence, embody a commitment to equity, and drive change through critical and timely collaborations.

## KEY RESPONSIBILITIES

### 1. **Grow the capacity of clients to lead change in their communities**

*Tamarack will double its network growing from 34,000 to over 70,000 learners. We will strive to be the best in class in online learning.*

- Oversee the implementation of online learning and digital marketing.
- Engage new learning communities to the network of place-based efforts.
- Lead the process of developing and executing new programs and services to meet the needs of Tamarack learners and member foundations.

### 2. **Shift policy & advocate for systems change.**

*Tamarack will grow its capacity to identify and change policy priorities in communities and within governments.*

- Co-develop, with the board of directors, and lead the long-term strategic plan to achieve the organization's mission in line with the larger vision and strategic priorities
- Work closely with community, funders, and government to inspire confidence in the organizations' ability to affect change
- Engage key stakeholders to develop policies that facilitate and reinforce broad systemic change and promote culture shifts within governments and institutional environments

### 3. **Drive large scale change.**

*Tamarack will be the go-to place for communities seeking population level outcomes. We will help communities to innovate, leverage existing resources and capacity, make iterative and change, and measure and report on impact to change the circumstances of an entire population.*

- Attract and manage the resources necessary for the growth to be achieved
- Lead the staff team to achieve impact at national and local levels
- Monitor overall program performance, impact measurement, and branding and communication efforts led by other members of the team

#### 4. Spearhead the evolution of Tamarack

*Tamarack recognizes and appreciates the complexity of change, especially a leadership change. The organization will lead by example, stepping through this pivotal moment with grace and appreciation for the contributions of its co-founder, and commitment to leading in partnership.*

- Monitor, develop and implement the 10-year strategic plan
- Build and maintain partnerships with current and future stakeholders, clients, and networks nationally and internationally at conferences, events, and other opportunities.
- Shape and lead Tamarack's new role as a policy advocate

#### Professional Experience

- Proven capacity to lead with a minimum of 15 years professional experience in a senior leadership role, ideally in a national or provincial organization
- Working collaboratively and maintain productive working relationships with key stakeholders including Board of Directors, Co-CEO, staff and partners and donors
- Strong background and proven track record in earned revenue generation and resource development, including major donors and foundation fundraising
- Effective at managing, communicating, and collaborating virtually across distributed teams
- Demonstrated skills in interpersonal communication, negotiation, conflict resolution, decision-making and problem-solving and financial management
- Leading teams and organizations through a growth process
- Entrepreneurial approach with proven capacity to fundraise.
- Proven experience as a policy advocate at the municipal, provincial and/or federal level
- Experience in applying a system thinking lens to analyze problems and generate solutions that address root causes of community-based challenges
- Proven experience in supporting good governance in a non-profit setting by managing and working with a volunteer Board of Directors
- Proven thought-leader with contributions to research publications, conferences, and public appearances

#### Join Us

Tamarack provides a competitive salary and extended benefits, plus an RRSP package, lieu and flex time, a learning fund, and a gratitude fund. We operate within a progressive team philosophy and value trust, and personal commitment. This full-time virtual opportunity is open to candidates across North America. Candidates must be legally eligible to work in Canada.

We encourage interested parties to contact the Recruitment Committee at [tamarack.ceo@gmail.com](mailto:tamarack.ceo@gmail.com). All inquiries and applications will be held in strict confidence. We thank all applicants in advance; however, only those selected for further consideration will be contacted. Tamarack is an equity-committed employer and encourages applications from groups including but may not limited to Indigenous persons, racialized people, gender diverse people, 2SLGBTQIA+ people, and people with disabilities. Tamarack offers an inclusive, barrier-free recruitment and selection process and work environment. Please let us know of any accommodations needed to ensure you have access to a fair and equitable process.