

Co-Chief Executive Officer (Co-CEO)

JOB POSTING

Tamarack Institute

Vibrant Communities | Learning Centre

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 has been instrumental 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.

The Co-CEO works with their fellow CEO to achieve its mission and organizational objectives. The Co-CEO will specifically lead the Vibrant Communities portfolio which supports cities and local leaders to develop and implement large-scale change initiatives through four learning networks: 1) Communities Ending Poverty; 2) Cities Deepening Community; 3) Communities Building Youth Futures and 4) Climate Transitions. These networks support change-makers to regularly interact with and learn from their peers to end poverty in their communities and strengthen connections between citizens. Other key responsibilities include program development and administration, oversight of organizational finances, staff, and resources. This individual will also provide financial leadership by monitoring long-term strategic fiscal plans.

KEY RESPONSIBILITIES

1. Grow the capacity of members 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 members.

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 consistent 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, 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.
- Employ progressive human resource management strategies.
- Ensure effective and excellent financial management.
- 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
- Demonstrated collaborator with successful track record of maintaining 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 donor and foundation fundraising
- Demonstrated effectiveness 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
- Successful experience 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

- Successful 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

Qualifications

- Excellent writing skills and a history of contributing to progressive thought-leadership.
- Commitment to and knowledge of community engagement and collective impact to foster systemic and community wide change
- Demonstrated ability to harness networks for collaboration and resource mobilization
- Demonstrated commitment to racial equity, justice, and decolonizing practices.
- Passion for advancing social impact, both at the local and national levels.
- Evidence of being a doer – strong work ethic and self-accountability, and a high emphasis on excellence.
- Strong interpersonal communication skills with a high degree of empathy
- Comfortable driving results in a fast-changing environment
- Alignment with the core values of Tamarack
- Able to deal with change, complexity, and emergent strategy.
- Ability to work with people with diverse backgrounds and perspectives.
- Skills and comfort working in a remote work environment with a dispersed team of colleagues.
- Demonstrated expertise in one or more of Tamarack's core areas.
- Understands the practical application of collective impact
- Ability to inspire, animate and foster retention of an excellent staff team.
- Excellent written and oral communication skills
- Post-secondary education with undergraduate or graduate level degree
- Bilingualism (French/English) or multilingualism an asset

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. 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 not limited to persons who identify as Indigenous, racialized, gender diverse, 2SLGBTQIA+, 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.