

# Community Animator: Team Lead CBYF Partnerships

## Tamarack Institute

### Learning Centre | Vibrant Communities Canada

#### 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. Through our work in Vibrant Communities, we support networks focused on four outcomes.

- [Communities Ending Poverty](#) is a collective impact movement that has significantly contributed to reducing poverty for 1 million Canadians. Tamarack supports member communities to form multi-sector collaboratives focused on aligning poverty reduction strategies at the municipal, provincial and federal levels.
- [Deepening Community](#) is dedicated to developing our collective understanding about the power of citizens and supporting programs, policies and practices that strengthen communities and neighbourhoods and mobilize citizen leadership to enhance social capital. Our goal is to end social isolation and foster safe, inclusive neighborhoods.
- In 20 small, mid-sized, and Indigenous communities across Canada, [Communities Building Youth Futures](#) is accountable to improving the education and employment outcomes for and with youth.
- Launched in June 2021, members of [Community Climate Transitions](#) advance a just and equitable climate transition, aligned with the Sustainable Development Goals (SDGs). Tamarack hosts a 10-month learning journey for communities across Canada that are looking to advance climate and equity goals through the collective impact framework. We also host Communities of Practice for practitioners to engage in peer learning on issues related to localizing the SDGs.

Tamarack also engages a network of learning partners through a [Learning Centre](#). The Learning Centre translates community-developed knowledge into purposeful practice and outcomes. The Learning Centre advances five interconnected practices designed to help individuals, collaboratives and communities achieve their outcomes with greater impact.

Since its founding, Tamarack has sought to center those with lived and living experience of poverty in its work. More recently, in the [Tamarack 2030 Plan](#), we committed to interrupting the roles that racism, colonialization, and xenophobia play in communities in Canada.

#### Supervision and Reporting:

The Team Lead, CBYF Partnerships reports to the Co-CEO for VC, while co-leading CBYF activities with the Director of Communities Building Youth Futures. They are a member of the Communities Building Youth Futures team and are required to contribute to the overall achievement of Tamarack's strategic

goals and deliverables of the Tamarack team as a whole.

**Work Environment:**

As with most positions at Tamarack, you may reside in any location in Canada. Tamarack is a remote work environment, and your designated office space may be in your home or at Tamarack's office. In some cases, Tamarack will rent team members office space near their preferred location in Canada.

**On-going Responsibilities:**

- Supervise CBYF community animators / managers of communities. These team members support youth-centered, cross-sector partnerships that are designing and implementing plans to support all youth to connect with meaningful post-secondary, employment and well-being opportunities.
  - Coach team members to craft and complete annual workplans, performance measures, and professional development plans and center reconciliation, equity, inclusion and results at scale.
  - Implement hiring, onboarding, learning, performance management, team alignment, and advancement activities for CBYF team members.
  - Lead efforts to support team cohesion
  - With support from Tamarack's learning center team, design activities to grow CBYF team's practice with community engagement, collective impact, and other collaborative leadership approaches
- Continuously deepen relationships and support of all member communities
- Hold deep relationships with people and organizations who reflect the full diversity of our communities. Work with other youth-centered organizations to amplify existing efforts.
- Via coaching calls, written communication, and communities of practice, support approximately four communities to create and implement community-wide plans to improve post-secondary enrollment.
- Co-lead monthly communities of practice and contribute to the design and facilitation of in person and virtual gatherings of communities and allied partners.
- Support our ability to tell stories of impact, influence public policy, and build narratives about the strengths of communities and of young people by reflecting patterns, learnings, and outcomes from communities. Contribute to written and visual content about our shared work and learnings.

**Qualifications:**

We seek people who believe social justice is possible and who are results-, equity- and people-focused and comfortable with emergence.

- Proven experience and education most often attained through completing a college or undergraduate degree and/or 3 years of employment in a related job.
- Experience participating in collaborative change efforts. Experience with cross-sector partnerships.
- Strong understanding of Indigenous contexts in Canada.
- Experience contributing to and implementing strategies that support decolonization and racial equity.
- Keen interest in developing relationships based in trust, growth, and learning
- Strong writing and communication skills in English.

- Ability to work with inbound marketing software and databases (HubSpot).
- Ability to work remotely, both independently and in co-operation with a remote team, in an organization whose work is based on complexity and emergence.
- Highly organized, self-motivated, and self-directed.
- Ability to maintain an eye on the big picture as well as the details of our collective work.
- Committed to building relationships based in trust.
- Bilingualism (French & English) is an asset.
- Willingness/ability to travel throughout Canada, as required.

#### Vaccination Requirement

Tamarack requires all team members who participate in face-to-face meetings and events to be double vaccinated against COVID-19.

As this role requires travel, candidates who are not vaccinated will not be considered.

#### Salary & Benefits:

Tamarack provides a competitive salary and immediate health benefits, RRSP package after two years of service, lieu and flex time, and a personal learning fund technology fund and gratitude fund. Tamarack operates within a progressive management philosophy. This is a full-time 40-hour per week position and compensation is rated between \$60,000 and \$80,000 a year. The successful candidate will be offered a salary that is commensurate with experience.

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 send your application to Jana Harris at [jana@tamarackcommunity.ca](mailto:jana@tamarackcommunity.ca) by February 17<sup>th</sup>, 2023, with the subject Team Lead CBYF Partnerships.

Please attach one document that includes your resume and a cover letter that explains 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,

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