

## Director, Programs

### About the Belonging Network:

For almost 50 years, the Belonging Network has provided groundbreaking programs for families, children, and youth. We believe that everyone needs to belong. We're working for a world where every child and youth has the love, stability, and support they need to reach their fullest potential.

The Belonging Network helps find families for the hundreds of children and youth in BC who are waiting for a permanent home. We provide education, support and connection for BC's adoption and permanency community, which includes prospective and waiting adoptive parents, adoptive families, and families providing other forms of love and stability (such as guardianship, relatives raising relatives, and Indigenous customary forms of care). We support thousands of young people aging out of government care and navigating early adulthood.

### About the role:

The Director, Programs is responsible for the day-to-day leadership and management of the Belonging Network's programs, and oversees the development of new programs and partnerships. Reporting to the Executive Director, the Director, Programs serves on the senior management team, and provides supervision and support for a small team of program managers of these areas: Permanency and Family Support, Education and Training, and Youth Programs. The role also supervises special projects and research.

This is a full-time salaried position based in the Lower Mainland, working 35-40 hours/week. The Director will work primarily from a home office, with some regular attendance required at our Lower Mainland office in downtown Vancouver for team meetings and collaboration. Occasional travel will be required within BC, and potentially to national and international meetings.

### Major duties and responsibilities:

#### Program development & execution

- Plan, organize, direct, control, and evaluate the delivery of the Belonging Network's programs
- Oversee multi-year strategic planning and annual operational planning for program areas
- Plan, administer, and control program budgets, in coordination with the Director, Finance
- Develop and implement quality assurance processes and procedures across program areas
- Develop and implement data collection processes to monitor program delivery, client demographics and satisfaction, and demonstrate the positive impact of BN's programs

#### People leadership

- Role model professionalism and high performance across the organization
- Lead and advise the management team responsible for the effective and efficient delivery of programs, meeting all deliverables and targets
- Set clear direction with managers and encourage professional development to support ongoing growth in individual and team performance
- Hire and provide orientation and training for staff



### External partner management

- Enhance the Belonging Network's reputation for service excellence in the adoption and permanency space
- Develop and maintain positive relationships with the Belonging Network's funders, including the provincial government, ensuring BN meets and exceeds expectations, and provides timely reporting on funded activities
- Develop and maintain positive relationships and partnerships with individuals and organizations with shared priorities in the child and family welfare space, including Indigenous Child and Family Community Service Agencies, advocacy groups, and communities of practice

### Qualifications & skills:

- Degree in social work, child welfare or another related discipline, ideally at the master's level
- Track record of excellence in service delivery and program management, with experience in social services or digital/remote services an asset
- 5+ years of management experience in a non-profit or public sector organization
- Experience creating and implementing strategic and operational plans
- Experience in government relations and delivering on government service contracts
- Experience working with diverse communities, including Indigenous peoples
- Superb people skills, role modelling professionalism, productivity, and accountability, with authenticity and sensitivity
- Superb communications skills (written, verbal, and digital)
- Strong organizational and administrative skills, and attention to detail
- Good working knowledge of MS Office suite, and ability to learn new software quickly
- Ideally, lived experience or connection to the world of adoption, permanency, foster and government care

### Compensation:

Compensation will be based on a full-time salary of \$100-110,000 per year, depending on qualifications. This role comes with four weeks of paid vacation, plus our annual December holiday week break. The Belonging Network offers a comprehensive benefits package (we pay 100% of premiums), an RRSP matching program, and support for ongoing professional development.

### To apply:

Please email your resume and cover letter in one PDF document to [Luciano@L2di.com](mailto:Luciano@L2di.com), with the role and your surname in the subject line. Applications will be accepted until the position is filled. Please note that only candidates being considered for the position will be contacted.

The Belonging Network is an equal-opportunity employer. We recruit, employ, train, compensate and promote regardless of race, religion, colour, place of origin, sex, sexual orientation, disability, age, and any other protected ground under The BC Human Rights Code. All qualified applicants will be considered for employment.

Our head office is located on the ancestral, unceded lands of the səliilwətaʔt (Tseil-Waututh), Sḵwəxwú7mesh Úxwumixw (Squamish), and xʷməθkʷəy̍əm (Musqueam) Nations. The Belonging Network is committed to listening, learning, and participating in truth and reconciliation.

