



DIRECTOR, STRONG FAMILIES IN COMMUNITY

carya – BACKGROUND

carya has been providing innovative programs to individuals and families in Calgary for over 100 years. With over 40 program offerings for individuals and families, **carya** provides a full spectrum of interactive counselling and development services for people of all ages — from babies to youth to older adults — and their support network. The agency reaches over 40,000 Calgarians each year.

carya embraces a culture of innovation, where new ideas generated at any level are encouraged and realized. The agency is nimble, flexible and responsive to the needs of families and community.

VISION, MISSION, AND VALUES

Vision: Confident individuals, strong families and engaged communities for generations

Mission: **carya** is committed to engaging individuals, families and communities to realize their potential. The agency does this by creating environments that support healthier individuals and addressing those social and emotional problems known to impact the standard of living experienced by many in Calgary.

Values:

- Community
- Respect & Dignity
- Stewardship
- Integrity
- Professionalism

KEY FOCUS AREAS

carya is one of the city's longest serving social agencies. The staff are experts in their field and strive for excellence in all aspects of their work. The agency's key focus areas are:

- Childhoods that prepare and propel youth towards future success
- Parents who are confident, enabled and supported in raising families

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- Stress reduction and management for those who are overwhelmed
- Security of housing and food supply for the city's vulnerable
- Early literacy and lifelong learning and contribution across the age-span
- High school completion for vulnerable teens and tweens
- Socially connected and safe communities for families, individuals and seniors
- Long-term poverty reduction through education, resources and community
- Access to opportunity regardless of gender, race, creed, financial position, background or sexual orientation

For more information, visit: www.caryacalgary.ca.

DIRECTOR, STRONG FAMILIES IN COMMUNITY – POSITION SUMMARY

carya has recently restructured its senior leadership structure by merging two areas – Family Counselling & Community Services (FCCS), and Family Outreach & Resilience (FORT) into one division. The new entity, “Strong Families in Community”, reflects a natural integration of **carya’s** counselling services and outreach programs in order to better serve individuals, families, and communities.

Reporting to the Chief Operating Officer, The Director, Strong Families in Community, will provide leadership to this division, which will be the largest within **carya**, with approximately 50 staff and a budget of roughly \$5.4 million (about 53% of the agency’s overall budget).

The Director, Strong Families in Community, is a leadership position touching all aspects of the organization’s operations, with a particular focus on and responsibility for program development and planning, effective delivery and quality control, community relations, and personnel with a commitment to building an adaptive and supportive workplace culture.

THE IDEAL CANDIDATE

The ideal candidate will be a proven leader who excels in building collaborative teams and delivering effective programs. Experience leading an organization or department through an integration will serve the candidate well by shaping the “Strong Families in Community” vision and structure. The successful candidate will bring a solid clinical background in counselling as well as progressively senior management experience.

carya is seeking a person with maturity, curiosity, creativity, empathy, and resolve to add to their leadership team and to drive one of their core program areas. The ideal candidate will navigate partnerships with other agencies, and have a solid understanding of **carya’s** funding model in order to support external development opportunities, grant writing and reporting, and other external advocacy work.

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DIRECTOR RESPONSIBILITIES

Leadership

- Provide overall leadership, strategy and direction to the Strong Families in Community division
- Foster a culture of collaboration, innovation, learning and trust
- Recognize and nurture the leadership potential in others
- Effectively lead a team of supervisors and managers operating in a dynamic environment with multiple priorities
- Empower team with a shared vision that integrates a variety of perspectives
- Lead change processes to create collective impact both within **carya** and in collaboration with community stakeholders
- Contribute to the overall effectiveness of the senior leadership team in a collaborative manner to promote integration and best practices in service delivery, innovation and the creation of a positive agency culture
- Establish a positive, healthy and safe work environment
- Identify, develop and effectively implement opportunities for innovation and impact

Community Engagement

- Engage closely with the Director of Communications, Director of Philanthropy, and other community partners to create awareness of **carya**'s program and services, share specialized knowledge in a manner reflective of agency values, and monitor needs of communities
- Actively participate in creating a culture of philanthropy at **carya**
- Form strategic partnerships and alliances with other service organizations, community groups, funders, and others to help advance the community and **carya**'s shared goals
- Act as a key spokesperson for the agency with community partners
- Represent **carya** at community events to enhance the agency's profile

Operations, Program and People Management

- Establish an organizational structure that meets the program delivery requirements of the Strong Families in Community division
- Advise the COO and/or senior leadership team of material risks and opportunities which may impact the agency
- Develop and implement an operating plan for the Strong Families in Community division that is consistent and aligned with the agency's strategic plan
- Ensure the programming meets the needs and expectations of families in Calgary
- Support the creation and implementation of program logic models, theories of change and evaluative processes necessary to demonstrate outcomes
- Engage in continuous improvements and redesign of programs
- Oversee the implementation of the human resources policies, procedures and practices
- Recruit and retain leadership staff
- Coach, mentor, and implement progressive development plans and processes as appropriate to enhance growth and performance

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Financial Planning and Management

- Annually prepare a budget for Strong Families in Community in collaboration with agency finance and program leaders, with final oversight and direction from the COO
- Approve fund allocation within the division
- Monitor budget and adjust where necessary to meet program and financial objectives
- Participate with other leaders to ensure the overall financial health of the agency
- Provide the COO with timely, thorough, and relevant materials to report on the revenues, expenditures and risks of the Strong Families in Community division

QUALIFICATIONS

Candidates for the role of Director, Strong Families in Community, must demonstrate the following proficiencies:

- A minimum of ten years of progressive management and leadership experience with a background in clinical work
- Proven track record of leading team through organizational change management and building high-performing teams
- Exemplary interpersonal and communications skills
- Demonstrated ability to connect effectively with community partners, including government, funders and other agencies
- Significant experience working with children, youth, families and communities, or other vulnerable populations
- Financial literacy and business acumen, including preparing and managing budgets

EDUCATION

A Master's degree in Social Work, Psychology or related discipline is required, along with a commitment to ongoing professional development.

PERSONAL QUALITIES

The ideal candidate will complement his/her professional experience and education with the following leadership qualities:

- Relationship-focused
- Trusted
- Creative
- Adaptive
- Confident
- Empathetic

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- Willingness to take risks and try new ideas
- Passionate about families and community
- Personal presence

The successful candidate will be subject to a criminal and vulnerable sector background check, as well as reference checks.

TO APPLY

Candidates meeting the above criteria who wish to apply for this leadership opportunity should email their cover letter and résumé, in confidence, to:

Julianne McKinnon

Prospector Executive Search & Consulting

julianne@prospectorsearch.com

Direct: 587.316.6301