

# Job Title: Executive Director, Community & Social Impact Regina Inc.

**Openings:** 1

**Type of Posting:** Internal & External

**Location Name:** City of Regina, Regina, Saskatchewan, CA

**Date Posted:** October 17, 2022

**Closing Date:** Open until filled

**Profession:** Managerial & Executive Leadership

**Experience Level(s):** Senior/Executive

**Desired Employment Status:**

**Education Level(s):** Post secondary, university degree, five (5) to seven (7) year relevant experience

**Job ID:** 853

**Annual Salary:** \$130,000 - \$160,000 plus benefits

## The Opportunity

Regina City Council has committed to the establishment of a new municipal corporation to move forward the objectives outlined in the Community Safety and Well-being Plan ([CSWB Report & Plan](#)). Through collaborative approaches the Community & Social Impact Regina (CSIR) Entity will create, facilitate, and monitor coordinated community and social impact strategies to support the well-being, health, safety, and social inclusion of residents in the City of Regina and Region. This creates an exciting new opportunity to be the first Executive Director of CSIR.

## What is Community Safety & Well-Being?

The CSWB Plan defines community safety and well-being as the ideal state of a sustainable community where everyone is safe, has a sense of belonging, opportunities to participate, and where individuals and families are able to meet their needs for education, health care, food, housing, income, and social and cultural expression.

Achievement of the CSWB Plan requires collaborative efforts to promote community well-being and safety, as well as reduce crime and other risks in the community using evidence-based responses that address unique local circumstances and the needs of residents.

Reporting to the CSIR Board of Directors, the Executive Director will facilitate and monitor coordinated community and social impact strategies in alignment with the CSWB Plan.

## How you'll be spending your time:

- Determine staff complement and skills required to fulfill objectives of the CSWB Plan.
- Identify and implement staffing requirements for efficient operations, maintaining a strong culture and work climate that attracts and retains staff, and drives the organization's mission.
- Provide leadership, direction, and guidance for the organization's activities and employees.
- Oversee the daily operations of the organization, providing executive direction of strategy, compliance, quality assurance, and program efficiency.
- Adhere to the foundational commitments of the CSWB Plan and work that include accessibility, anti-oppression, anti-racism, collaboration, diversity, equity, intersectionality, inclusion, and reconciliation.
- Analyze and evaluate the effectiveness of the organization's operations.
- Represent the CSIR entity to all stakeholders and the public.
- Provide leadership and support to further the goals of each of the Community Action Tables.
- Represent the organization and act as the spokesperson and liaison with local media.
- Develop ongoing strategic alliances and partnerships with other city sections, divisions, departments, and agencies.
- Provide accountability reports for the Board, Mayor's Leadership Table and other stakeholders to communicate measurement of achievements compared to desired results.

## The way people describe you:

- A change agent, committed to moving an organization forward by pushing for positive change that will improve the quality of life for Regina citizens.

- A leader who has demonstrated a high level of integrity in their career through their actions, communications, and the decisions they've made.
- An engaged listener who possesses exceptional communication skills with a high level of political acumen.
- Able to critically self reflect and identify learning requirements to be successful and have an interest in constantly growing knowledge, skills, and abilities.
- Experienced in working with populations in vulnerable contexts and developing community-level interventions.

**The desired candidate's knowledge, skills & abilities:**

- Demonstrated cultural competency and ability to work with diverse communities.
- A university degree or equivalent work experience and minimum 5-7 years leadership experience required.
- Demonstrated management skills including leadership development, strategic planning, management reporting, financial management, managing change, organizational development, and performance management.
- Ability to develop and present budgets, and to manage available resources to meet targets.
- Strong verbal, written, presentation and facilitation skills.
- Ability to lead and empower direct reports to achieve results and promote the principles of teamwork.
- Ability to build effective relationships with all levels of civic administration, other levels of government and external stakeholders.
- Understanding of community engagement practices and community development principles.

The City of Regina engages in the work on the land within Treaty 4 territory, ancestral lands of the Cree, Saulteaux, Dakota, Nakota, Lakota, and homeland of the Metis Nation. We want to show our recognition and respect to the nations and the ancestors of this territory, we are grateful for the privilege to be here, to co-exist. We recognize that much of the harms of the past have shaped our relationship; we are committed to our work of building trust. We hope for good and everlasting relationships to create true partnerships with Indigenous peoples.

**Additional Information:**

This competition will remain open until filled. If you are interested, we encourage you to submit your application by November 14, 2022, as we will begin interviews the following week.

Please submit a cover letter and resume to [CSIR@regina.ca](mailto:CSIR@regina.ca)  
For further information or questions – please email [CSIR@regina.ca](mailto:CSIR@regina.ca)

Recruitment Package link  
[CSWB Report & Plan](#)

- ✓ **Note:** The successful candidate is required to provide a satisfactory criminal record check
- ✓ **Note:** Candidate assessment(s) may be done to evaluate knowledge, skills and abilities
- ✓ **Note:** There will be dedicated office space and a hybrid of in-office/remote working is optional
- ✓ **Note:** Successful candidates will be required to provide proof of acquired education

**Community and Social Impact Regina is committed to employment equity and accessibility.**

**We encourage applications from members of equity-seeking communities including women, racialized and Indigenous persons, persons with disabilities and persons of all sexual orientations and gender identities/expressions.**