



Senior Manager, Health Promotion DIVERSEcity Community Resources Society Surrey, BC

"Celebrating 40 years of empowering newcomers and inspiring a sense of belonging in a strong integrated community."

The Opportunity:

DIVERSEcity Community Resources Society is seeking a dynamic Senior Manager, Health Promotion. As the right hand to the Director, the Senior Manager will focus on operational leadership and program development, playing a critical role in driving excellence in service quality and managing risk for this extensive portfolio which includes Mental Health and Substance Use Services, Violence Prevention Programs, Youth Programs, and a variety of programs for Children and Families.

This is an exciting opportunity for an accomplished professional with a background in social work, counselling, or social services and has proven success in change management, team development, relationship-building, and community partnership. The new Senior Manager will be responsible for supporting and developing a team of 4 Managers and 20+ staff and will oversee all projects and programs within the portfolio.

The Organization:

DIVERSEcity Community Resources Society is a registered not for profit agency offering a wide range of services and programs to the culturally diverse communities of the Lower Mainland.

Established in 1978, under its founding name of Surrey Delta Immigrant Services Society (SDISS) it is now celebrating over 40 years of service assisting immigrants and new Canadians to integrate into their new communities.

Services include:

- Settlement and Community Programs
- Language Training and Literacy Programs
- Employment Services and Skills Training Services
- Counselling Services
- Programs for Children and Youth
- Interpretation and Translation Services

Having built considerable expertise in serving immigrant needs, DIVERSEcity continues to evolve to reflect the changing needs of the diverse community. Along with providing programs and services, the organization is also committed to raising awareness of the economic and cultural contributions immigrants make to Canadian society, and to raising awareness of the value of diversity. For more information about DIVERSEcity please visit <https://www.dcrs.ca>.

The Ideal Candidate:

Professional, dynamic and inspirational, you thrive in an environment where you are driving change, improvement and excellence. You have influenced change through your ability to inspire others and your strong communications skills. An empathetic leader, you build trust, nurture, develop and mentor your team, and let them soar when they are ready. Your interpersonal skills are exceptional; you are an inspiring communicator; you have been successful in implementing change management strategies. You have developed and delivered creative and effective programs and projects that address the needs in the community. A strong and competent manager, you are highly organized, computer literate, and manage budgets well. You understand the work that we do through your strong cross-cultural experience, and knowledge of immigrant settlement and integration issues.

The Role:

In addition to the strategic oversight of the Health Promotions team, the Senior Manager will provide support to the Director; and leadership and guidance to the Management Team in the following areas of responsibility:

- *Service Quality:* develops and monitors quality assurance systems and evaluation procedures for funded programs
- *Program Development:* collaborates with Management Team and Directors to plan, develop and implement new programs and projects; contributes to program proposal submissions
- *Strategic Planning:* contributes to the strategic planning processes for funded programs and operationalizing the plans for the Department.
- *Fund Development & Contract Management:* works with the Director in developing proposals and managing negotiations for government funding contracts.
- *Quality Assurance:* Provides leadership to Managers and develops policies, procedures and tools and ensure their implementation in the fulfillment of contract deliverables and reporting requirements
- *Risk Management:* advises the Director on program risk assessment and reduction
- *Team Building and Development:* hires, mentors and coaches Managers and staff
- *Communications:* provides clear, inspiring communications to the Health Promotion Team
- *Relationship Building:* builds positive relationships across the organization and with community partners
- *Financial Management:* provides support and guidance to Managers on budget management, ensuring contract deliverables are met.

Qualifications:

- University degree in social sciences or relevant post-secondary training and

experience in counselling, psychology, social work, addictions, mental health and concurrent disorders or related fields. Preference would be given to candidates who also hold a Registered Clinical Counsellor (RCC) or Registered Social Worker (RSW) designation

- A minimum of 3-years of experience working in a community based non-profit organization or related experience;
- A minimum of 5-years of experience in supervision or management, preferably within a unionized setting;
- Proven proposal writing skills, and intermediate/advanced knowledge of federal and provincial funding processes;
- Proven success in program design and delivery;
- Strong English language skills including written, oral and presentation skills. A second language would be considered an asset;
- Strong organizational and time management skills;
- Strong computer literacy skills, in particular, MS Office (Word, Excel, PowerPoint);
- Knowledge of immigrant, refugee, ethno-cultural, and racialized communities and settlement issues;
- Experience and knowledge of evaluation, outcomes measurement and research methodologies;
- Knowledge of Surrey, North Delta, White Rock, and/or Langley communities an asset;
- Ability to manage multiple priorities and timelines, in a fast-paced environment;
- Excellent problem solving ability, discretion and judgement;
- Able to work independently and collegially in a team environment;
- Innovative, flexible, and able to manage change and uncertainty;
- Valid BC Driver's License and access to personal vehicle is an asset;
- Willing to work some evenings and weekends, as needed.

How to apply:

Please send your resume and well-crafted cover letter to: opportunities@kmclaughlin.com.
We truly appreciate all applicants; however, we will be in contact with only those selected for an interview.