

Job Posting
Senior Manager, Collaboration & Organizational Design
Boys and Girls Clubs of Canada / Big Brothers Big Sisters of Canada
Toronto, Ontario
Full time, 2-year contract

About Boys and Girls Clubs of Canada:

For more than a century, Boys and Girls Clubs in communities across Canada have been helping young people to discover, develop, and achieve their best potential as they grow to become future adults, citizens, and leaders. As the largest agency in our country serving children and youth exclusively, Boys and Girls Clubs provide quality after school and out-of-school programs to children and youth that support the healthy physical, educational, and social development of more than 200,000 young people and their families in Canada each year. The mission of the organization is to provide a safe, supportive place where children and youth can experience new opportunities, overcome barriers, build positive relationships, and develop confidence and skills for life.

About Big Brothers Big Sisters of Canada:

For over 100 years, Big Brothers Big Sisters has been giving young Canadians the confidence to achieve more by developing and implementing a wide range of mentoring services. Many young people find themselves in vulnerable situations and facing adversities such as mental health struggles, family violence, identity issues or challenging living conditions, which put these youth at risk of not reaching their full potential. With the guidance and support of professionally trained volunteer mentors, these risks can be minimized or avoided all together. Big Brothers Big Sisters of Canada (BBBSC) is the National Office for 108 member agencies serving over 1,300 communities across Canada. Our role across is that of a catalyst, facilitator, and guardian of the brand. We provide support, services, training, and leadership to our member agencies, which deliver quality mentoring programs to over 40,000 children annually by mobilizing 21,300 volunteers.

Position Description:

Together, Boys and Girls Clubs of Canada and Big Brothers Big Sisters Canada are seeking a Senior Manager, Collaboration & Organizational Design who will work to develop models of collaboration, shared services, integration, and mergers within the Boys and Girls Clubs of Canada and within Big Brother Big Sisters of Canada.

The Senior Manager, Collaboration & Organizational Design will be responsible for researching the full range of shared service options and develop detailed roadmaps and time tables for consideration, focusing on:

- Local community organization collaborations and mergers,
- National organization shared services, collaborations, and alliances

The role will consider:

- Evaluation of shared service capacity, and models of best practise;
- Building a model for cost-sharing and cost-reduction through shared services;
- Cultural integration and developing community buy-in for shared services, collaboration, and mergers in the local and national context;
- Ideal timelines, targets, and pathways to maintain momentum in joint collaboration work, while understanding and integrating the complexity of the many stakeholders we each serve;
- Capacity to fundraise: How could joint organizations improve their effectiveness in this area by working together? Will a combined mission and support base resonate with funders and donors and if so, how can this be achieved to maintain and grow revenue?
- Legal, insurance, and risk issues that relate to combined operations of organizations.

The role will explore the range and complexity of these options, identifying good models and best practice from peer organizations. These models will be adapted and developed into models appropriate for our own members, and for the communities they serve.

As the ideal candidate, you have experience in the complexities of mergers, alliances, and shared services. You are a successful researcher and possess an analytical disposition and as a colleague, you are known to display exceptional planning and organizational skills as well as strong interpersonal and communication skills. You are a proven strategic leader and team player who demonstrates great initiative, integrity, and a 'mission-drive' mindset. Experience in the nonprofit and charitable sector is an asset.

If you are interested in this role, based from the Boys and Girls Clubs of Canada in their North York office, we would like to hear from you. Please forward your CV and cover letter in confidence to HR@bgccan.com and include "Senior Manager, Collaboration & Organizational Design" in the subject line of your e-mail.

Boys and Girls Clubs of Canada is committed to providing an inclusive workplace that embraces diversity, values differences and supports the full participation of all employees. We offer accommodations to applicants with disabilities throughout our hiring process, upon request.

We thank all applicants for their interest, however only those under consideration for the role will be contacted.

Posting deadline: December 31, 2018