

**Tides Canada is dedicated to a healthy environment, social equity,
and economic prosperity for all Canadians.**

We bring giving, investing and doing under a single roof so that we can accelerate positive change, achieve greater impact and advance solutions across Canada.

The Opportunity

Tides Canada is seeking a leader for our Strategic Programs team. Are you committed to the environment and a just Canadian society? Do you want to work on diverse and challenging issues across the country? Are you a dynamic leader with a passion for supporting and mentoring a professional team to achieve significant results? If so, this position may be for you.

About Tides Canada

Tides Canada is dedicated to a healthy environment, social equity, and economic prosperity for all Canadians. From Canada's big cities to its remote land, waters, and rural communities, Tides Canada provides uncommon solutions for the common good. As a national charity, we connect and empower a wide range of changemakers throughout the country to take on tough social and environmental challenges, building a stronger Canada. We work to accelerate positive change and achieve greater impact, bringing giving, investing, and doing under a single roof. Tides Canada is comprised of two associated philanthropic organizations - Tides Canada Foundation and Tides Canada Initiatives Society. Tides Canada Foundation is a public grant-making foundation. Tides Canada Initiatives Society is a shared platform that houses and supports over 40 social and environmental projects across the country.

Strategic Programs Unit Overview

The Strategic Programs team is responsible for a wide range of activities, including research, program and partnership development, service provision to diverse parties, and grant-making. These activities are often conducted in collaboration with other teams in the organization.

The Strategic Programs team deploys a range of tools to achieve specific environmental, social, and economic objectives in diverse geographies across Canada. These objectives are often defined in partnership with major donors and other external partners, including grant recipients in some cases.

Team members have wide ranging responsibilities: establishing positive and respectful relationships with grant recipients, communities, and Indigenous partners; identifying, attracting, and cultivating relationships with foundations, high net worth individuals, and other donors; developing strategies and objectives relating to specific issues, geographies, and funders; making grants, often working with other funders and community partners to increase impact; using Tides Canada's shared platform, impact investments, and other tools to achieve objectives; supporting grantees and other on-the-ground actors to build capacity and increase impact and effectiveness; working with Indigenous partners, communities, governments, businesses, non-profit organizations, and other funders on common initiatives; hosting, leading, and participating in funder collaborations; and assessing the impact of program activities.

Priority geographies are currently western and northern Canada, northern Manitoba, and Ontario. Key issue areas include marine and terrestrial planning and conservation, freshwater, food, resilient communities, and sustainable livelihoods. A nascent toxics initiative has recently been launched, and a scoping exercise is currently underway to assess new opportunities for Tides Canada relating to climate and energy issues, building on over a decade of organizational experience on these issues.

Tides Canada's approach is based on the assumption that environmental outcomes are inextricably linked to social, cultural, and economic considerations. Engaging in respectful partnerships with

Indigenous people and communities is an integral aspect of the work of the organization and Strategic Programs team.

Four Program Leads and one Senior Associate report directly to the Director. The team is supported by two Program Associates, administrative staff, and staff in other teams. The Strategic Programs team works with other Senior Associates and content experts who assist Tides Canada and its partners to develop appropriate philanthropic and programmatic responses to specific environmental challenges.

Role Summary – Director, Strategic Programs

Reporting to the Vice-President, Development and Strategic Initiatives, the Director provides leadership and accountability for the delivery and impact of the Strategic Programs team's work. The Director is a member of the Tides Canada management team.

The Director's overarching tasks are:

- Providing active support to the Program Leads and other Strategic Programs staff to develop strategy and plans, raise funds, and increase impact.
- Building and implementing an operational plan to ensure financial viability.
- Integrating the work of Program Leads and Senior Associates.
- Demonstrating Tides Canada's value as a strategic partner to institutional clients by leading, facilitating, and supporting significant initiatives and projects.
- Building Tides Canada's position as a prominent sector leader and convener, especially around key environmental and social issues.
- Broadening and strengthening Tides Canada's relationships with donors, foundations, corporations, and governments, identifying and attracting new funders to support program objectives.

Externally, the Director will represent Tides Canada at a senior level in diverse settings. Tides Canada is a member of the *Circle on Philanthropy and Aboriginal Peoples in Canada*, the *Canadian Environmental Grantmakers Network*, the *Environmental Grantmakers Association*, the *Consultative Group on Biological Diversity*, and other philanthropic and non-profit sector associations and affinity groups.

Key Accountabilities:

- Ensures impact and financial sustainability of the Strategic Programs unit.
- Provides active support and mentorship for Strategic Programs staff.
- Designs, establishes, and implements program initiatives consistent with Tides Canada's mission and goals.
- Identifies and assesses key program issues and opportunities.
- Oversees program related research and evaluation.
- Develops and implements – in collaboration with the Strategic Programs team, other staff, management, the board, and external stakeholders as appropriate – a strategic and operational plan for the Strategic Programs unit.
- Develops, in cooperation with the VP, Development and Strategic Initiatives and the Director of Development, the annual and multi-year budget.
- Oversees and actively manages the Strategic Programs operational budget and all restricted budgets and funds.
- Builds partnerships with philanthropic clients and other parties to shape program strategies and promote financial viability.
- Oversees the development and implementation of grant-making strategies with institutional and individual donors, including tracking and reporting outcomes.

- Builds and maintains a strong network of philanthropic, NGO, scientific, corporate, Indigenous, community, and public sector leaders across Canada and internationally to further the work of Tides Canada.
- Engages positively with colleagues at all levels in the organization to promote teamwork, collaborative creativity, and a solutions-oriented approach.
- Provides leadership and direction to staff using effective management techniques, empowering, coaching, and mentoring staff.
- Promotes continuous service quality improvement in the Strategic Programs unit.
- Ensures Strategic Programs unit compliance with CRA regulations and guidance.

Qualifications:

- Proven professional record as an exceptional leader, manager, and mentor.
- A minimum of 5 years of senior experience in the charity sector, ideally with a focus on environmental or social justice issues.
- Significant experience in program development, implementation, and evaluation.
- Demonstrated financial and budgeting experience.
- Master's degree, or equivalent training and experience, in a field related to the work of the Strategic Programs unit.
- Knowledge of human resource, financial, planning, and project management principles and approaches.
- Demonstrated experience in building, supporting, and motivating teams.
- Clear track record in establishing positive relationships with Indigenous communities, NGOs, and funders.
- Solid record in bridging strategic planning and on-the-ground implementation.
- Proven ability to work with senior officials in government and the corporate sector.
- Ability to apply an entrepreneurial and adaptive approach to management in a dynamic operating environment.
- Understanding of the laws and regulations governing charities in Canada.

Staff Benefits: Our competitive benefits package includes health, dental, FSEAP Employee Assistance Program, transit reimbursement, RRSP contribution, committed colleagues, a culture of innovation and the sense of accomplishment that comes from helping to create a more just and sustainable world.

Please send your resume and cover letter to careers@tidescanada.org. Thank you.

Tides Canada is strongly committed to creating a diverse workplace environment and we welcome and encourage applications from the communities we serve. We are proud to be an equal opportunity employer.

Our sincere appreciation to all those expressing interest in the position, however, only those applicants invited for an interview will be contacted. Thank you for your interest!

No recruiters please