



Program Team Leader

About the Organization

Bridges Social Development (Canada Bridges) is aimed at unveiling the leadership potential of youth and young adults aged 16-30, by connecting with, and supporting them to achieve their goals for creating change in their communities. We believe that youth and young adults offer the greatest hope for positive change in our world today – and that all youth have potential and strengths but that they are sometimes hidden, due to systemic circumstances. Canada Bridges is a registered non-profit and charitable organization, with a small staff team, and a broad network of youth leaders, community champions, and partners who all contribute to the work of unveiling youth potential in the communities we work with. Currently we are focused on responding to invitations to work with racialized and Indigenous youth within Treaty 7. We respect diverse experience, background and abilities and encourage applications from folks with lived experience in the communities we work closely alongside.

About the Opportunity:

This is a new position created to lead Bridges' Unveiling Youth Potential (UYP) approach and support cross-program initiatives such as mentorship, learning, evaluation, and community engagement. The role will report directly to the Executive Director and focus on supporting co-development of all programming opportunities, facilitating learning and evaluation on a team-wide basis, and building and maintaining strong relationships with youth and community. Providing direct leadership to 3-4 Program Managers, the role will require a strong understanding of Canada Bridges relationship-based approach to youth empowerment and working in partnership with community-based organizations and change leaders across Treaty 7, in Alberta, Canada.

Key Responsibilities:

- Lead the development and evolution of Canada Bridges' UYP approach and framework based on learning with staff, youth, Elders and partners, to be relevant to community
- Provide effective coaching and leadership to Program Managers and Coordinators, to ensure the delivery of high-quality programs and services
- Work with Program Staff to identify and prioritize opportunities for collaboration and partnership that fit with community needs and Canada Bridges approach and expertise
- Assist program teams with co-development, planning and facilitation of programming
- Build and maintain relationships with youth and young adults, as well as community members and others passionate about youth potential, throughout Treaty 7
- Contribute to ongoing organizational anti-racism work and learning and integrate with program approaches
- Create connections between partners, youth, and programs - develop strategies to maintain a community network and facilitate cross-program sharing and opportunities
- Support the development of program advisory and community engagement opportunities with youth, Elders and partners

- Oversee the development of evaluation, learning, and story sharing processes and supports for the programs team
- Work with Program Managers to ensure effective evaluation processes are established within programs to track outcomes and capture learning
- Synthesizing learning and outcomes from different programs, recognizing trends, and contributing to strategic planning and priority setting for the organization
- Ensure guidelines, resources, policies, and procedures for program delivery are in place and operating effectively
- Develop organizational supports, training, and professional development opportunities for program staff and volunteers
- Support the development volunteer placements and coordinate volunteer assessment for programming opportunities with Program Managers
- Work collaboratively with the Executive Director and Operations Manager to ensure fundraising and communications goals align with program objectives
- Support the development of funding applications and reporting for core programming

Who we are looking for:

We are looking for a candidate with the following qualifications:

- A passion for youth leadership and alignment with Canada Bridges [Vision, Mission and Values](#)
- In-depth management experience (3+ years)
- Lived experience and/or strong knowledge and practice of anti-racism and anti-oppression principles
- Deep and demonstrated commitment to cross-cultural learning, decolonization, and advancing equity, diversity, and inclusion
- Experience developing organizational learning and developmental evaluation approaches
- Strong participatory program design and development skills
- Proven experience supporting others to accomplish their goals

Location:

This position is based in Calgary, but requires travel throughout Treaty 7, most commonly to the Siksika and Iyârhe Nakoda Nations. Access to a vehicle and a valid class 5 driver's license is required. A valid class 4 driver's license is an additional asset. Currently all Canada Bridges staff are working remotely from home and do not have access to a shared office space. We will be exploring what a return to an office environment looks like for our team over the coming year, and a hybrid format of working from home/ office/ community is expected in this role.

Position type, Work Hours and Benefits:

Full-time (approximately 37.5 hrs per week) one year contract with potential to become permanent position. Flexible work schedule. Some evenings and occasional weekends are required, to support gatherings and events. A benefits package is available, including group benefits after three months of employment, three weeks of paid vacation, and professional development opportunities.

Compensation Range:

\$70,000 – \$77,000 per year based on experience and qualifications.

To apply please send a resume and cover letter sharing your experience and interest in this role to info@canadabridges.com by September 18, 2022.