

Sixties Scoop Healing Foundation

Position Brief: Executive Director

About the Foundation

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- The Sixties Scoop Healing Foundation is a registered charity whose mission is to promote the healing and wellness of all Indigenous Survivors of the Sixties Scoop and their families.
- The courts declared that the government failed in its “duty of care” in not protecting the identity of Indigenous children placed through adoption or foster care.
- The litigation resulted in direct compensation to eligible Survivors.
- The Sixties Scoop Healing Foundation(SSHF) was created through the same litigation process and was provided an initial 50 million dollars.
- This Foundation is fully independent of the government, and is for all Survivors impacted by the Sixties Scoop:— Inuit, First Nations, Métis, non-status, wherever they may live.
- The SSHF now seeks to hire the founding Executive Director and issues this call for applications for this historically significant leadership position.

Vision

Survivors are welcomed and have become a community filled with healing and wellness, and the world has deeper knowledge and empathy for Survivors' experiences and histories.

Mission

Every day, we will accompany Sixties Scoop Survivors and their descendants along their healing journey.

We do this through:

- Cultural reclamation and reunification
- Holistic wellness services
- Advocacy
- Commemoration
- Education

Organizational Values

- Accountability and Transparency
- Honesty and Integrity
- Kindness, Compassion and Empathy
- Culture(s)-based
- Inclusivity and Acceptance
- Accessibility and Equity
- Safety
- Holistic Multigenerational Perspective
- Survivor-centered

Current Priorities

- Develop key board policies and procedures
- Establish operational budget and investment strategy
- Develop and implement a communications strategy
- Hire an Executive Director and plan for additional resources
- Establish a granting program for Survivor healing and wellness



The Founding Executive Director

The Position: Contextual Orientation

- This position presents a unique and historical opportunity to develop and operationalize a long awaited Indigenous response to the multiple issues associated with the Sixties Scoop
- The Executive Director will be the face of the Foundation and will play an integral role in the development of programs and services to support Survivors
- The SSHF is the only national body speaking on behalf of Survivors, and the position requires energy, clarity of communication, and reflective thinking to ensure the voice of Survivors on multiple issues is well heard
- The Executive Director must be able to articulate the vision, mission, developmental approach, needs rationale, and the overall strategy, both strategic and operational, and direction of the organization
- The position requires one to be masterful at compromise and inclusion to build peace and consensus without compromising their fundamental instructions
- Given the Foundation is just developing, the Executive Director must be comfortable embracing ambiguity and making things tangible as they will need to proceed when the path ahead isn't obvious
- The emotions associated with the Sixties Scoop experience impact all who are close to it; the Executive Director will require inward and outward awareness and be able to ask for and/or offer relevant supports
- Being a founding Executive Director is an honor and privilege that cannot be undervalued. It will require a passion for the work, and an understanding of its sacredness

The Position: Key Responsibilities

Board Support/Development

- Provide support to the Board through building capacity and achieving best practices
- Work with the Board on developing strategic goals and directions
- Ensure clear communication and transparency with the Board regarding the ongoing activities of the Foundation
- Remain accountable and accessible to the Board

Communications: Survivor Community and Charitable Sector Relations

- Develop and maintain strong relationships within the charitable sector, especially with similarly aligned, and Indigenous organizations
- Act as the face of the organization and represent the Foundation in a positive manner that enhances public image and safeguards credibility
- Understand cultural protocols that govern relations
- Demonstrate understanding and support to Survivors and their diverse experiences and backgrounds
- Facilitate positive communications through a variety of platforms to maintain connection with community

Sustainability and Development

- Ensure sustainability of the Foundation through crafting consistent and continual strategic planning in collaboration with the Board.
- Create the conditions for fundraising success within the organization
- Build the capacity of the Foundation through staffing and technology
- Market the Foundation in a virtual environment
- Engage in other activities and strategies that will contribute to the key goal of ensuring the Foundation will exist over time

The Position: Key Responsibilities

Programs and Advocacy

- Support the creation and development of programs and services related to the identified seven key areas of focus:
 - Cultural Reclamation
 - Mental health
 - Reunification and Supports
 - Advocacy & Collaboration
 - Education
 - Commemoration
 - Connection & Community Building
- Liaise with stakeholders to identify any gaps in services and future opportunities
- Build relationships with partners to work on new or existing programs and services
- Represent the best interests of Survivors by advocating for programs that support social justice

Financial Management

- Develop and present an annual budget to the Board
- Authorize funding expenditures within appropriate guidelines and identify any issues
- Ensure complete financial records are maintained and follow regulations regarding Charitable law, audits and compliance
- Recommend the most efficient ways to allocate funds across the Foundation
- Provide transparency on finances to Survivors and clearly communicate financial data

The Position: Key Responsibilities

Human Resources

- Ensure that onboarding, recruitment, retention, management, and compliance with law and contract agreements are carried out with transparency and excellence
- As the Foundation develops, craft new positions in a consistent, cohesive, cost conscious and integrated manner
- Provide professional guidance and hold staff accountable through an appropriate performance management system
- Foster an inclusive organizational culture and ensure Indigenous culture is an ever-present consideration

Operations and Technology

- Navigate the development of an infrastructure to support Survivor and donor communications
- Implement technological solutions through various hardware and software services appropriate for the non-profit sector

Compliance and Best Practices

- Ensure compliance with all laws and regulations and create systems to monitor for this
- Ensure the Foundation is meeting the highest standards possible within the charitable sector

Candidate Profile

Candidate Profile: Desired Attributes

The right candidate has the following character attributes:

- A solid and sustained reputation as a leader
- History of excellent results demonstrating real world competence in progressive senior leadership
- Able to manage uncertainty and ambiguity in a high context and potentially fractious development environment
- Capacity to demonstrate authentic empathy and concern
- Demonstrated work on personal growth and development in their Indigenous relations and personal identity
- Trauma informed and oriented to social justice both in attitude and behavior
- Humble, reflective, highly empathetic, and hopeful
- Orator as defined within Indigenous standard (Well spoken, articulate, forceful, convincing, visceral, respectful, consensus)
- Relationships within Indigenous community, awareness of diversity

Candidate Profile: Leadership

Leadership requirements as defined by Survivors

- **Good character:** An individual who is known as "credible champion" within his or her community; known for being kind, authentic, accountable, and for acting with integrity.
- **Cultural humility:** An individual who demonstrates a strong respect for and acceptance of Indigenous Cultures and ways of knowing, in all of their diversity.
- **Strong relationship skills:** An individual who demonstrates the ability to build consensus and trust, and to work collaboratively with others. This individual is emotionally balanced, grounded, and is both self-reflective and self-aware.
- **Strong thinking skills:** An individual who demonstrates the ability to think strategically and apply ingenuity to solve problems. Ability to stay focused and avoid being drawn into the politics.

Candidate Profile: Qualifications

Candidate Selection Criteria

- Degree level education in human services/management/ administration
- 7 years + experience in developing and operationalizing significant Indigenous initiatives
- Adept at government relations
- Understands and conforms to Indigenous cultural and community protocols
- Demonstrated results in fund raising and structural sustainability
- Demonstrable success in designing and developing major projects
- Direct senior level management experience in the majority of Executive Director functions
- Experience in providing leadership in some of the priority activities of the SSHF
- Understands the unique role of advocacy within the charitable sector, its constraints and opportunities
- Can lead in the creation and execution of operational plans
- Well experienced in providing support to a volunteer Board of Directors

Location, Compensation and Term

- A successful candidate will not be required to relocate within Canada
- The SSHF is committed to hiring the best possible candidate and will provide competitive and attractive compensation commensurate with this aspiration
- The position will be secured through a contracted agreement, subject to successful completion of a six-month period of probation
- Candidate's selection subject to police and vulnerable sector review

How to Apply

Apply

Please send your resume and cover letter by July 9, 2021 to:

Selection Committee, SSHF

sshfhumanresources@gmail.com

- . The Board thanks all job applicants who have applied.
- . Only candidates chosen to be interviewed will be contacted.
- . Note that the Foundation will shortly be recruiting for additional senior positions. Applicants not chosen for the Executive Director position may be contacted in this regard. Please indicate only if you wish this not to be the case.