

**Director, Community Engagement**

**Directorate:** Mary’s Meals Canada (MMC)

**Reporting to:** Executive Director

**Contract type:** Permanent – Full-Time

**Working at Mary’s Meals:**

Our mission, vision, and values are at the very heart of everything we do here at Mary’s Meals and working for Mary’s Meals is so much more than a career opportunity, we offer the opportunity to support our global movement in a dynamic, flexible and inclusive environment with a real focus on personal and professional development. We believe in the innate goodness of people, respect the dignity of every human being and family life and believe in good stewardship of the resources entrusted to us. In line with our values, Mary’s Meals is fully committed to a culture of safeguarding.

**Role purpose:**

Reporting to the Executive Director and serving as a senior leader on the Canadian leadership team, the Director, Community Engagement is the Mary’s Meals Canada Engagement social strategist, community builder, leadership developer, storyteller, marketer, product manager, designer and evangelist rolled all into one.

They are responsible for strategizing, building, strengthening, and executing all national supporter engagement initiatives through the community ambassador team program, strategic partnerships, and events/campaigns through being the internal/external voice of the community; creating spaces for Canadians to interact through volunteer opportunities, campaigns, while designing and implementing programs for leadership development. Unto exponentially multiplying the MMC strategic plan in growing audience and supporter base.

**Key responsibilities & activities:**

**Strategy and Reporting**

* Work as a strategic partner as part of the senior leadership team
* Collaborate with the Executive Director to develop and implement the MMC organizational strategy related to all engagement channels within the approved financial plan and budget
* Monitor and report on progress against the above strategies and respond to a changing environment and opportunities that arise
* To advise the Executive Director on team and functional performance as required
* To troubleshoot and develop strategies to address organizational challenges
* Drive the mission of seeing Canadians join our MM family in seeing that every child has a nutritious meal in a place of education in the areas MM works through communicating vision, shared values, and direction to regional Team Leads; Youth Ambassadors and new/growing partnerships.
* Execute and support all Mary’s Meals Canada campaigns, engagement, and partnership opportunities through our front-line ambassadors, volunteers, and supporters.

**People & Program Leadership**

* Identify volunteer resources required to support MMC strategy
* Recruit and induct skilled and experienced people who are aligned to the vision, mission, and values
* Embed the annual PDR process and champion the Mary's Meals 7S competency model to ensure people know what is expected of them
* Develop and implement a learning and development plan for staff and volunteers
* Lead and develop high-performance grassroots mobilized team
* Ensure PDR’s are in place for all direct reports
* Provide coaching, mentoring, support, and guidance to team
* Pioneer a new structure for community development through multiple levels of leadership across Canada - Youth Ambassador Program; Community Ambassador Program; Small Business/Corporate Engagement; future internship program; Church/School
* Support Communications and Operations team in rallying grassroots engagement stories and creating content through digital platform, articles, social media, graphics, video, and creative.
* Build resources and facilitate training that equips both staff and volunteers (Community Ambassadors) - Youth Ambassador curriculum, Leadership calls/meetings, Regional/National Training gatherings.
* Establish and leverage strategic partnerships with pastors, educators, industry leaders, and organizations to expand engagement reach and fundraising potential.

**Management of self**

* Continue to identify opportunities for own development including keeping knowledge up to date and relevant to support staff and develop capability
* Lead by example, communicate effectively and accept personal responsibility
* Identify and implement opportunities for delegation and next tier development

**Additional information:**

* Whilst not a frequent requirement, you may be required to occasionally travel to countries where Mary’s Meals operates.

**Essential skills & experience required for this role:**

* Proven track record of success in a role requiring extensive mentoring, team building and leadership development with a results focus. Is known as a developer of leaders and curator of community.
* Experience of negotiating and influencing at a strategic level, and building relationships and partnership
* Demonstrated organizational, interpersonal, listening, creative problem solving and strong communication/presentation skills. Good, demonstrated skills in information management, report, and business case writing.
* Analytical and strategic planning skills along with a demonstrated capability in managing teams and capacity building.
* Has demonstrable experience of an ability to consistently make good decisions through a combination of analysis, wisdom, and judgement
* Has experience of networking, interpersonal and collaboration skills and experience of effective partnership working
* Extensive mobile and social media skills required. They must be a storyteller, networker and have the knowledge and experience to leverage all forms of social media. The real inspiration and work occurs in listening to the community and responding with ideas, support, and answers quickly and personably.
* An active and engaging communicator who is clear, concise, and comfortable in interacting with a wide range of constituent groups (i.e., Youth/students, outside professionals, business leaders, Clergy, Educators etc.)
* Must be one who understands and has a proven track record in pioneering and building grassroot movements to exponentially multiply engagement with our mission.
* Must be one who can think outside the box. This is not just a role or job, they live and breathe the ethos and culture of engagement, volunteerism, leadership development and it is holistically integrated into their entire life.
* Be able to effectively lead and manage continuity, change, and transition.
* Good computer skills, including familiarity with Financial Software packages, Microsoft Word and Excel, Raisers Edge, QuickBooks, Salesforce, E-Tapestry, Sage

**Desirable skills & experience required for this role:**

* Experience of working in a charity/international development sector
* Ability to work effectively with cultural sensitivity, and with a wide range of people in different countries, cultures, and settings.

**Qualifications:**

* University/College degree (or the equivalent of) with a focus in leadership and/or community development.
* 10+ years in leadership/community development with a focus on volunteers, youth-students, marketing/fundraising

**Mary’s Meals 7S Leadership Competencies:**

As a leader within Mary’s Meals International, you have a responsibility to approach your role in line with our 7S competency model.

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| **Self** | * I build and demonstrate resilience * I lead by example * I am authentic and true to Mary’s Meals values * I develop myself and set stretching goals |
| **Service** | * I have a vocational attitude to my work * I inspire hope in others * I build belief that even difficult challenges can be solved * I am committed to serving and enabling all who want to be part of the global movement * I work to ensure our future will be even better than our past |
| **Simplicity** | * I communicate effectively * I follow clear decision-making criteria * I create plans that are easy to follow and contribute to organisational goals * I embrace inclusivity and diversity * I focus on delivering results |
| **Stewardship** | * I pay attention to the things that matter most – (a) our physical resources; (b) our people * I nurture, develop, and respect our relationships with external stakeholders * I deliver on my promises * I am happy to be held accountable and to hold others to account |
| **Strategy** | * I have a point of view about the future * I know our stakeholders and see our priorities clearly * I help others to work in ways that have the greatest impact * I work to deliver my objectives |
| **Strengthen** | * I contribute to a positive work environment * I help and support those around me |
| **Success** | * I am a catalyst for change * I maintain my technical competence * I contribute to the success of my team * I am accountable |

**Changes to your role:**

As our organization evolves and grows, your job description may need to be reviewed and if appropriate, changed. These changes may be initiated by you or your manager but always in consultation with you and your job description may also be reviewed as part of your annual PDR process.

**For all inquiries, please contact:**

**Tom Pagano**

Managing Partner

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