

# Senior Director of Programs

Job Posting | February 1, 2023

Are you a strategic leader who is passionate about providing youth experiencing vulnerabilities with an environment where they can thrive? Can you bring together the best parts of education, mental health, and community? Does being part of a rapidly growing youth mental health organization excite you? This just might be the opportunity for you!

## THE ORGANIZATION:

Take a Hike empowers youth who experience vulnerability to change the trajectory of their lives with a full-time mental health and emotional well-being program embedded in an alternate education classroom. Take a Hike engages youth with intentional, continuous clinical counselling, experiential land-based learning, and community. Our public school district partners provide high quality education, and together, we empower youth with the skills and resilience they need to graduate high school, build healthy relationships, and achieve success – however they define it.

Over the past three years, Take a Hike has doubled its reach by growing from four to eleven program locations in BC. We have a strategic objective to grow to 16 locations in the Lower Mainland, Vancouver Island and Thompson/Okanagan regions by 2025. We have built solid senior and middle management teams, have an evidence-based method of scaling the program and are building solid relationships with funders across the country. While Take a Hike currently operates in BC only, we are undertaking a feasibility study for growth beyond BC.

For more information on the program, please visit [www.takeahikefoundation.org](http://www.takeahikefoundation.org).

## THE OPPORTUNITY:

Reporting to the Chief Executive Officer and serving as a key member of the Senior Leadership Team, the Senior Director of Programs is empowered to build an adaptable and growing team that delivers the Take a Hike Program across BC. The incumbent will work closely with the CEO, program leadership team, senior leadership team, and external advisors on strategic projects related to program growth and innovation.

The Senior Director of Programs will build effective relationships with key stakeholders, including the Senior Leadership Team, Board, Board committees, partners, funders, and school districts. The role supervises a growing team of five direct and 43 indirect reports. Direct reports include: Clinical Director, Senior Manager Program Development, and three Program Managers in the Lower Mainland, Vancouver Island and Interior regions.

The Senior Director of Programs will be a highly trusted and valued partner to the CEO and Senior Leadership Team who will be relied on for thoughtful counsel. They are a great team player, possess excellent relationship management skills, are collegial, able to build consensus, and have demonstrated the ability to unite people to create results for youth.

The ideal candidate is a seasoned education, mental health, or community services leader with 10+ years experience managing youth programming. They have hands on experience, understand the importance of teamwork and know how to maintain program fidelity in multiple program locations. They are a master at building relationships with school districts and influencing without direct authority.

The Take a Hike Foundation is located in Vancouver, BC. This position will be based in Vancouver (hybrid model of working from home and at the office with flexible work hours). Remote work, job sharing, or part-time arrangements will be considered for an exceptional candidate(s) who is willing to travel to the lower mainland frequently.

**KEY COMPETENCIES:**

- Proficiency in working with vulnerable youth through attachment, trauma-informed, social emotional learning, and mental health promotion lenses
- Building environments that promote inclusion, diversity, equity, and accessibility
- Excellent relationship building skills
- Expert team and leadership development skills
- Excellent critical thinking skills with the ability to identify strategic program development opportunities and then plan, implement, and evaluate these initiatives
- Superior listening skills and the ability to build trusting relationships quickly
- Ability to think strategically and manage competing priorities in a high-volume and results-oriented environment
- Ability to foster inter agency collaboration and integration
- Ability to support and provide leadership to a team, including remote team members
- Experience using Microsoft Office, Salesforce (or other CRMs) and similar software

**KEY RESPONSIBILITIES:**

- Overall responsibility for the day-to-day operations of programming, and safety and well-being of the youth we serve
- Lead the program leadership team, who in turn support program staff in serving youth
- Add five new programs, as funding allows, in BC by September 2025
- Build deep and enduring relationships within the education and mental health systems and with other community partners
- Ensure there is a high degree of fidelity amongst programs, balanced with the need for flexibility to meet the unique need of each community we partner with
- Manage risk, finances, and strategy implementation
- Participate in strategic projects related to program growth and innovation
- Be a highly contributing member of the Take a Hike senior leadership team, collaborate with other Take a Hike departments and provide support to the board of directors

**QUALIFICATION & REQUIREMENTS:**

- Post-secondary degree in education, social services, human services field, or a related degree, preferably at the master's level or higher
- 10+ years experience managing complex programming, with at least two years at the executive/ senior manager level
- Significant experience working within/ alongside the BC education system

**COMPENSATION AND TERMS:**

This is a permanent, full-time position with an ideal start date of April 2023, but no later than 1 August 2023. We offer a salary of \$125,000-\$150,000, commensurate with experience, based on a 37.5-hour work week with generous benefits that include:

- 100% employer paid benefits including extended health and dental
- Employer paid dues and professional development allowance
- Disability and Life Insurance
- Employee Assistance Plan
- Health Spending Account
- RRSP Matching program
- Generous vacation time
- Professional development budget and training opportunities
- Flexible work schedule in a hybrid work environment

This position is based in our office located in Vancouver, BC. Remote work, job sharing, or part-time arrangements will be considered for an exceptional candidate(s) who is willing to travel to the lower mainland frequently.

#### **HOW TO APPLY:**

If this position is of interest to you, please submit your cover letter and resume to Sophie Beaudry, People & Culture Advisor at [careers@takeahikefoundation.org](mailto:careers@takeahikefoundation.org). **Applications will be evaluated, and interviews conducted, on a rolling basis and you are encouraged to apply early.**

Take a Hike values the diversity of the people it hires and serves. Diversity at Take a Hike means fostering a workplace in which individual differences are recognized, appreciated, respected, and responded to in ways that fully develop and utilize each person's talents and strengths. Individuals who identify as LGBTQIA+, Black, Indigenous, racialized Canadians, or candidates with lived experience in mental health are encouraged to consider this opportunity.

Our commitment to reconciliation can be found on our website [here](#).