

FRED VICTOR

VICE PRESIDENT, PROGRAMS AND SERVICES

Fred Victor Centre acknowledges this land, known as Tkaronto, and honors the stewardship, past, present, and future of the Wendat, the Chippewa, the Haudenosaunee, the Anishinaabe, and most recently, the Mississaugas of the Credit First Nation. Tkaronto is part of the Dish with One Spoon Territory.

[Fred Victor Centre](#) is a social service charitable organization committed to improving the health, income, and housing stability of individuals experiencing poverty, homelessness, and mental health and substance use struggles in Toronto. Serving more than 3,000 people each day across 20 sites throughout the city and having served countless individuals over its 125-year history, Fred Victor ensures that the people interacting with the organization are treated with respect and unconditional positive regard. Going a layer deeper, the organization is committed to creating healthy and thriving communities where every person has a home and access to opportunity.

Fred Victor strives to support each and every person who is on a journey out of homelessness. Whether it is providing safe and affordable housing units, addressing issues around mental health and addiction, or connecting individuals and families to other support services, the organization is acutely focused on providing tangible solutions that lead to positive outcomes. It is within this context that Fred Victor invites applications for the role of Vice President, Programs and Services—a position that plays an integral role in leading and delivering impactful programs and services for the Fred Victor community.

The Vice President of Programs and Services leads organizational planning, oversees leadership activities, manages stakeholder relations, and develops and implements service-related policies and procedures. Working alongside the senior leadership team, the incumbent manages various activities and portfolios, including but not limited to assessing and developing an appropriate organizational structure, enhancing leadership capacity, and improving systems and processes to support organizational change and growth. Additionally, they provide leadership and mentorship to a team of five Directors, prioritizing capacity-building and fostering horizontal teamwork in a demanding work environment. They also oversee the preparation of annual operating budgets for Program Departments, ensuring that these departments meet organizational and funder requirements and targets as outlined by the VP of Finance and Technology.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion (including matters related to anti-oppression and racism) in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Fred Victor environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) several years of leadership experience in the non-profit, community-based sector, coupled with an awareness of relevant issues and trends along with experience in a unionized environment; B) strategic planning and change-management experience, and the ability to inspire team members to rally behind a unifying vision; C) experience leading cross organizational projects, managing budgets, and navigating work environments experiencing exponential growth; and D) a relevant degree (e.g., child and youth care, community development, psychology, nursing, social science, social work, etc.), from a recognized post-secondary institution, or an equivalent combination of education and experience.

How to Apply

Fred Victor is committed to fostering an inclusive and accessible environment where employees feel valued and respected, and where every employee has the opportunity to realize their potential. As such, Fred Victor welcomes and encourages applicants who identify as racialized persons, Indigenous persons, persons with disabilities, and persons across the spectrum of sexual orientation and gender identities and have lived-experience.

*Fred Victor is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Christopher Lee or Jason Murray by e-mailing clee@bipocsearch.com.***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodation be required, please make Christopher Lee aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.