

INTERNAL/EXTERNAL POSTING
Manager, Capacity Building and Poverty Reduction
1-year contract (possibility of extension)

Delta Family Resource Centre (Delta Family/DF) is a community-based agency which has served communities in North-West Toronto for 40 years. Situated in ethno-racially diverse communities, DF envisions a healthy and empowered community where families and children thrive. A multi-ethnic, multi-site organization, DF provides a responsive range of programs, services and activities for families, young children and their caregivers, youth, the Black community and seniors. We are committed to anti-oppression, addressing Anti-Black racism and inclusive ways of engaging participants.

Capacity building and Local Economic Development (LED) are key components of Delta Family's poverty reduction mandate. Delta Family is seeking an experienced Capacity Building and Poverty Reduction Manager with sound knowledge and understanding of capacity building, poverty reduction and economic engagement. They will engage and support Black-led and initiatives as well as those led by marginalized communities. They will initiate innovative poverty reduction initiatives and the creation of partnerships which link residents to training and employment/income-generating opportunities. The ideal candidate will have demonstrated experience in areas such as capacity building initiatives, building strategic partnerships, leveraging cross-sectoral resources, community engagement, leading and coordinating capacity building for emerging organizations, coordination of workshops, engaging grass roots stakeholders, social enterprise as well growing and overseeing the development of this exciting new department.

Responsibilities:

- Leading and growing Delta Family's capacity building and economic development department
- Developing programming and infrastructure aligned with Delta Family's strategic directions in these areas by creating strategic cross-sectoral partnerships and meeting community needs
- Overseeing Delta Family's Trusteeship programs with a focus on grassroots initiatives (training, financial development and capacity building), including the BMFF initiative
- Developing programs that facilitate access to enhanced economic opportunities for residents of Northwest – particularly Black & Racialized – Youth, Seniors, Adults, Newcomers communities
- Developing and implementing a comprehensive envelope of programs, workshops and training opportunities for residents and grassroots non-profit, social service sector agencies
- Creation of resources that assist low income residents to access existing, untapped resources for which they are eligible
- Increasing access to financial literacy, education, entrepreneurship; opportunities for gaining income and creating networking opportunities.
- Overseeing the delivery of relevant capacity building workshops for agencies funded by the SFA initiative which provides supports and advocacy for Black students and families
- Establishing partnerships to access joint funding ventures and advancing the growth of the LED department
- Managing operation of sewing hub initiatives (Sewing Hub, in-person programming)
- Actively participation as part of the management team, promoting cross-departmental engagement
- Modelling and promoting Delta Family's values, demonstrating good judgement, generosity of spirit and integrity
- Monitoring departmental budgets, documentation of outcomes and preparation of reports in a timely manner
- Enthusiastic involvement in and promotion of agency-wide initiatives and events
- Other duties as assigned

Qualifications:

- Post-graduate (preferred), post-secondary education or diploma/degree in Community Development, Economic Development, Social enterprise, Community Economic Development or equivalent experience.
- Two years experience/engagement in coordination of capacity building and economic development/ growth programming
- 2 years supervisory experience
- Comprehensive understanding of experiences and barriers faced by Black communities
- Three years (minimum) experience engaging under-served, racialized (including Black) communities.
- Comprehensive understanding of anti-oppression and Anti-Black racism and the ability to work from that lens.
- Understanding of community development principles and demonstrated practice of working from a strength-based position.
- Demonstrated abilities and understanding of financial literacy and local economic development.
- Demonstrated experience in mobilizing, leading and supporting community led initiatives.
- Demonstrated experience in effectively engaging and working with diverse partners (community agencies, grassroots agencies, residents and other stakeholders etc.)
- Ability to adapt, multi-task and manage various projects/ programs
- Strong facilitation skills
- Excellent organizational, planning and program implementation skills.
- Demonstrated advocacy skills and ability to encourage and support organizational advocacy.
- Strong command of the English language, verbal and written.
- Proficient in Microsoft word, Excel, PowerPoint.
- Verbal and written fluency in a second language is an asset.
- The successful candidate will be required to have/obtain a current vulnerable sector Reference Check (can be obtained upon offer of position).

****Please note that vaccinated applicants are prioritized and un-vaccinated new employees are strongly encouraged to be vaccinated and are required to report their vaccination status.**

Remuneration: \$ 55,000 – 60,000 plus benefits

Application closing date: 24th May, 2022 by 5:00 pm.

Anticipated start date: Immediate (Please note that applications will be processed as received. Internal candidates will be considered before external candidates are processed).

Please submit your cover letter and resume by the closing date to **E-mail: [hiring@dfr.ca](mailto: hiring@dfr.ca)**

Subject line: Manager, Capacity Building and Poverty Reduction

Please note that Delta Family is an equal opportunity employer and will make every effort to accommodate the needs of candidates through the selection process. Please let us know in advance if you require accommodation.

We thank all applicants for their interest. Regretfully, only short-listed candidates will be contacted