



## Executive Director – Women's Rural Resource Centre (Strathroy, Ontario)

**Organization Name:** Women's Rural Resource Centre

**Position:** Executive Director

**FTE Type:** Full Time, Regular

**Address:** 145 Beech Street, Strathroy, ON N7G 1K9

**Salary Range:** \$80,000 - \$99,500/ year plus comprehensive benefit package

**Closing Date:** March 20, 2023

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### The Opportunity

Anchored in a feminist shared leadership model, the Boards of Directors of Women's Rural Resource Centre (WRRC) and Huron Women's Shelter (HWS) have a Joint Venture Agreement to advance the missions of both organizations – ultimately to provide better services to individuals, families and communities who have experienced gender-based violence. This shared leadership model includes a partnership between the Executive Directors (EDs). Together, the EDs co-lead WRRC and HWS as agreed through the Joint Venture Agreement. The ultimate goal of the Joint Venture is to

**amplify our impact on our communities and grow leadership across our communities and sector**

It is within this context that the Executive Director of WRRC will lead. We are seeking a creative, visionary leader to enter into this venture with us and co-lead with the Executive Director of HWS, and through this, co-create a new way of leading feminist organizations.

### About the Role

Using a feminist, anti-racist and anti-oppressive approach, the Executive Director is responsible for the successful leadership, overall management, and operations of WRRC according to the strategic direction and policies of the organization. The Executive Director leads and influences the organization toward positive growth, and designs and directs strategies that support and enhance the organization's operations.

The WRRC Executive Director is accountable to the WRRC Board of Directors and through the WRRC-HWS Boards' Joint Venture Committee for the WRRC-HWS shared elements of the role. The Executive Director of WRRC works in a shared leadership model with the Executive Director of HWS to co-lead WRRC and HWS.

The Executive Director's primary role is to advance the organization's vision and work with the HWS-ED to create workplace cultures at WRCC and HWS that promote equity, justice, collaboration, innovation, respect and empowerment with the core belief that a woman is creative, resourceful and whole.

### **The Ideal Candidate**

The ideal candidate will demonstrate the following competencies, characteristics, and qualifications.

- A feminist leader that works from an anti-racist, anti-oppression lens and commitment to social justice radically anchored on relationship
- A collaborator, open and willing to co-create a shared leadership model between WRRC and HWS; working closely with the HWS Executive Director
- Knowledge, understanding and commitment to principles of gender-based violence, anti-racism, anti-oppression, decolonization, equity and inclusion; able to build bridges and weave these principles into all aspects of the organization, including its culture and policies/processes
- A leader that leads with a participatory management style and acts as a role model for the team at WRRC and creates a high-performance workplace reflective of the organization's Mission, Vision and Values
- An ability to foster and nurture a culture that promotes equity, justice, collaboration, innovation, respect and empowerment with the core belief that a woman is creative, resourceful and whole
- A relationship builder that develops and maintains positive working relationships with community organizations (actively seeking to engage with diverse communities), funders, grantors, donors, governments, and other stakeholders.
- A results-oriented leader with the ability to clearly and fairly set expectations, negotiate, and hold self and others accountable with exceptional communication and interpersonal skills
- Skilled and experienced in establishing productive relationships with the board, and presenting complex data in a succinct and effective manner
- A strategic critical thinker that also has strong operational skills, to both guide the organization and ensures that day-to-day management of human resources, accounting, finance, risk management, quality, and governance are effectively managed
- A change agent, who is successfully able to support a growing organization
- An ability to build a trusted relationship with a governance board and the ED of HWS

### **Qualifications: Education and Experience:**

- Post Secondary Education in Social Services, Social Sciences, Business or related discipline
- 3-5+ years of experience in a leadership role
- Proven planning experience working in a human services organization
- A demonstrated understanding of feminism, anti-racism, anti-oppression and trauma and violence-informed practice
- Demonstrated mentorship and leadership ability in a manner which supports the agency's philosophy of leadership and growth of staff and programs
- Demonstrated understanding of a Co-active model and/or Co-active Leadership or Coaches training is an asset
- Fluency in other languages is an asset

- Proficiency in computer software including Microsoft Office
- Current Ontario Drivers' License and access to a vehicle

#### Application Process

- Submit your resume and cover letter to [recruitment@cfoe.ca](mailto:recruitment@cfoe.ca) by March 20, 2023
- Respond to the following 3 questions by March 20, 2023, [here](#)
- Mark the following dates in your calendar in case you are called for first interviews:
  - April 18, 19, 20 and 24 | 5 – 9 pm
- Prepare to share 3 work related references
- Mark the following date in your calendar in case you are called for second interviews:
  - May 15, 16 | 5-9pm

*Women's Rural Resource Centre supports and encourages diversity and equity. We are striving to make staff positions accessible to all potential team members, regardless of ethnicity, age, disability, sexual orientation, gender, or identity. We welcome applications from all, and strongly encourage women, Black, Indigenous and People of Colour, people with (dis)abilities, immigrants, refugees & 2SLGBTQQA++ to apply.*

Women's Rural Resource Centre thanks all applicants for their interest.