

**DIRECTOR**

**Full time position (37.5 hours per week)  
\$65-75K per year - commensurate with experience  
Vancouver - Downtown Eastside**

**Tides Canada is dedicated to a healthy environment, social equity, and economic prosperity for all Canadians. We bring giving, investing and doing under a single roof so that we can accelerate positive change, achieve greater impact and advance solutions across Canada. Tides Canada's shared platform provides governance, human resources, financial, and grant management for Binners' Project.**

Binners' Project, a project on Tides Canada's shared platform, is a fast-growing, innovative project. Through our programs, which run out of the Downtown Eastside in Vancouver, we provide income opportunities for binners\* and build community, capacity, and inclusion around this line of work, while also contributing to the sustainability and waste-reduction efforts of our city. Binners' Project is a charitable initiative with social enterprise programs that provides low-barrier employment and capacity building to over 150 marginalized individuals.

The key objectives of our programs include:

- community and capacity-building;
- raising awareness; and
- providing employment programs.

**The Director Role**

Binners' Project is seeking a new Director to carry on the project's successful growth and continued smooth operation. Since starting in 2014, Binners' Project has successfully launched and funded groundbreaking projects that bring income opportunities to hundreds of people per year. The Director is responsible for the overall Binners' Project, including fundraising, communication, operations, strategy, and management. Reporting to a Steering Committee in compliance with Tides Canada Initiatives standards, the Director leads all Binners' Project staff and 120+ binners (members) and ensures the project is fulfilling its mandate of providing economic opportunities for binners and decreasing stigma around the practice of binning.

The main responsibilities of the Director are as follows:

**Leadership, General Management, and Fundraising**

- Execute the project's vision, long-term mission, strategic plan and short-term goals, working closely with the leadership team made up of selected binners
- Lead fundraising efforts: determine annual fundraising goals and tactics, secure sponsorships for key programs and events, identify and apply for grants, report back to funders and grantors, and cultivate major donors

- Plan and execute project goals in line with strategic priorities agreed on with membership (made of 120+ binners) and Steering Committee
- Ensure the project's activities comply with the project's description and all policies and procedures of Tides Canada Initiatives, ensure compliance with grant agreements and contracting, and supervise the work of contractors
- Manage day-to-day operations and program delivery
- Prepare and present regular activity reports to funders and membership
- Advise the Steering Committee and membership on all aspects of the project's activities

### **Planning and Management of the Social Enterprise Programs**

- Oversee the planning, implementation, and evaluation of Binners' Project's programs, special programs, meetings and activities with binners
- Supervise strategic planning for the sustainability of the social enterprise programs (public waste education at events and back-of-house waste sorting)
- Oversee the conception and execution of outreach, education and support activities for membership
- Initiate, negotiate, and develop relationships with partners who engage binners for contractual work

### **Communications and Public Relations**

- Initiate and/or maintain good working relationships and collaborative arrangements with community groups, funders, politicians, and other organizations to help achieve the goals of the project
- Act as a spokesperson for the project and oversee media outreach responsibilities

### **Human Resources Management**

- Supervise core and casual staff, contractors, volunteers
- Build the capacity of selected binner-members; coach and mentor as appropriate to improve performance
- Communicate and inform project employees and membership about the goals, policies and principles of the project
- Gain familiarity with TCI human resources guidelines, policies and practices, and advise TCI Human Resources of any personnel issues that arise.

## Financial Administration

Oversee and ensure the financial health of Binners' Project, including the following:

- Prepare an annual comprehensive budget with the help of TCI support staff, for Steering Committee approval
- Secure adequate funding for the operation of the project; develop fundraising plans and oversee fundraising activities, including sponsorship and fee-for-service contracts
- Monitor expenses against budget, report financial performance to the steering committee on a monthly basis, coordinate with TCI Project Specialist/ Finance Specialist any identified issues

## Our Ideal Candidate

The successful candidate will have a keen sense of strategy and what it takes to execute on a strategic plan, while keeping the values and goals of the project front and center. You can effectively manage people, while also fostering a creative, collaborative and inclusive environment for staff, contractors, and volunteers. You are decisive but flexible, humble, and okay with rolling up your sleeves and jumping in to support the crews. You can run a meeting and know how to mentor people to bring them up. You are familiar with how to manage organizational finances and develop and manage budgets.

Fundamentally, the Binners' Project is about meeting people where they are at and providing opportunities to people who may face barriers to traditional employment. At every opportunity, we aim to build the capacity and leadership within the membership of the project, which is made up of binners. The ideal candidate will demonstrate an awareness and sensitivity to the needs and concerns of individuals from diverse cultures, backgrounds and orientations, and has knowledge of the Vancouver Downtown Eastside community (or other communities with similar challenges). While you run a tight operation, you also thrive in a dynamic and constantly changing environment and are comfortable operating in ambiguity where creative problem-solving is needed.

In growing the social enterprise programs, you're an entrepreneurial thinker and show a high level of initiative and can develop compelling offerings for clients in the community that further the Binners' Project's goals.

Outside the organization, you are comfortable liaising with foundations, government departments, and other institutional entities in a professional manner. You are comfortable speaking on behalf of the project in media, at public events, and in meetings. You are adept at building and sustaining relationships with key stakeholders and a large and diverse network of supporters.

## Requirements

- 5 years minimum working in a leadership and/or management role, preferably in the non-profit or social enterprise sector, and ideally with a grassroots dimension
- Proven fundraising and partnership development experience
- Some experience working in business development with strong communication skills



This position is a full-time, 37.5 hours per week role, with an annual salary between \$65,000 and \$75,000, based on experience.

If you're not certain that your credentials are a 100% fit with this position, we encourage you to apply anyway.

Binners' Project values the diversity of the people it works with and serves. We foster a work environment in which individual differences are recognized, appreciated, respected and responded to in ways that fully develop and utilize each person's talents and strengths.

### **Application Process**

Please apply by sending a cover letter and your resume to [info@binnersproject.org](mailto:info@binnersproject.org). We thank all applicants for their interest in working with us. However, only those being considered for an interview will be contacted, on a rolling basis. Interviews will begin on May 30, 2019.

**As Binners' Project is a project of Tides Canada,  
the selected candidate will be an employee of Tides Canada.  
Tides Canada is committed to creating a diverse environment and  
is proud to be an equal opportunity employer.**

Our sincere appreciation to all those expressing interest in the position, however, only those applicants invited for an interview will be contacted. No recruiters please.