

Director
Permanent position
Full Time, 37.5 hours per week

Binnners' Project is a project on MakeWay's Shared Platform, which provides operational support, governance, and charitable expertise for changemakers. The shared platform enables more time and money to go towards achieving greater impact. MakeWay is a national charity and public foundation with a goal to enable nature and communities to thrive together. We do this by building partnerships, providing solutions, grants, and services for the charitable sector across the country.

Position Overview

Binnners' Project, a project on MakeWay'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 and build community, capacity, and inclusion for binnners* while also contributing to the sustainability and waste-reduction efforts in our city. Binnners' Project is a charitable initiative with social enterprise programs that provides low-barrier employment and capacity building to over 150 marginalized individuals.

Binnners' Project operates social enterprise programs that have the triple benefit of community economic development, waste diversion, and social inclusion. Alongside these, we also operate mission-based programs that aim to destigmatize and legitimize the work of binnners at the community and policy levels.

Hiring of this role is taking place while looking ahead to a post-COVID world, where Binnners' Project will be undergoing significant recovery and rebuilding. A three-year strategic plan has recently been completed with a binner-first approach and outlines an ambitious recovery of our social enterprise and charitable programs.

**The term 'binner' refers to a person who collects redeemable containers and other things from bins to sustain their livelihood and to divert waste from landfills; a dumpster diver*

Location: Vancouver - Downtown Eastside

Salary range: \$70-76K per year - commensurate with experience

Timeline: Interviews will begin on March 28, 2021.

We will accept applications until the position is filled.

Key Responsibility Areas

Binnners' Project is seeking a new Director to carry on the project's successful growth and continued smooth operation. Since starting in 2014, Binnners' Project has successfully launched and funded ground-breaking projects that bring income opportunities to hundreds of people per year. The Director is responsible for the overall Binnners' Project, including fundraising, communication, operations, strategy, and management. Reporting to a Steering Committee in compliance with MakeWay standards, the Director leads all Binnners' Project staff and 120+ binnners (members) and ensures the project is fulfilling its

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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 MakeWay, 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, meetings, and activities with binners
- Develop new and creative ideas for expanding the social enterprise programs to provide further opportunities for binners and increase our community profile
- Supervise the implementation of the strategic plan goals for the growth and financial sustainability of the [social enterprise programs](#)
- 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 MakeWay human resources guidelines, policies and practices, and advise MakeWay 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 MakeWay 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 MakeWay Project Specialist/Finance Specialist on 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 team. You can run a meeting and know how to mentor people to build their capacity. You are familiar with overseeing organizational finances and developing and managing budgets.

Fundamentally, the Binners' Project is about meeting people where they are at and providing opportunities to people who 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 of 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 characteristics). 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, resourceful, and creative 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. You are an ideas person who is not afraid to test new initiatives that fulfill our mission, while putting binners at the forefront of the decision-making process. You are excited about a focused pathway for Binners' Project, aligned with the recently completed Strategic Plan and ambitious social enterprise growth targets, especially in a post-COVID recovery.

Outside the organization, you are comfortable liaising with foundations, government departments, and other institutional entities, as well as private donors, 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.

Qualifications Required

- 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 \$70,000 and \$76,000, based on experience.

If you're not certain that your credentials are a 100% fit with this position, we encourage you to apply so we can talk about how Binnners' Project is making a difference and how you might fit into our future.

Binnners' 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.

How to Apply

Please apply by sending a cover letter and your resume to info@binnnersproject.org. In your cover letter, we would specifically love to hear your experience working with vulnerable and marginalized populations, your understanding of what social enterprise is, and your approach to leadership and managing teams.

Interviews will begin on March 28, 2021.

For more information about Binnners' Project and MakeWay, please visit:

<https://www.binnnersproject.org>

<https://makeway.org/solutions/shared-platform/>

***As Binnners' Project is on MakeWay's Shared Platform,
the selected candidate will be an employee of MakeWay.***

***MakeWay is strongly committed to creating a diverse workplace environment and
we welcome and encourage applications from the communities we serve.
We are proud to be an equal opportunity employer.***

***MakeWay will provide accommodation during all steps of the hiring process, upon request, to
applicants with disabilities. Please advise us if you need any accommodation.***

*Our sincere appreciation to all those expressing interest in the position, however,
only those applicants invited for an interview will be contacted. Thank you for your interest!*

We will accept applications until the position is filled. No phone calls or recruiters please.