



McMan

McMan Edmonton and North

Position Profile

Director of Services (1 year contract)

www.mcman.ca

www.HumanEdgeGlobal.com

About the McMan Edmonton and North

On November 15, 1975, four graduates of Grant MacEwan College decided to open a group home in the inner city of Edmonton. With a vision to evoke change and contribute to the community, these individuals sought to provide support to young people who required care. This ambition ultimately resulted in the foundation of McMan Youth, Family and Community Services Association as we know it today.

Since then, the organization has evolved into a multi-regional body that serves the province of Alberta. Offering a variety of services that respond to the needs of their local communities, McMan has enabled Albertans to achieve their full potential as members of their community.

McMan Youth, Family and Community Services Association (**Edmonton and North**) is a responsive and innovative organization making a

difference in the lives of close to 3000 vulnerable children, youth, and families annually. The organization supports children, youth and families with complex needs that can include mental health issues, addiction, homelessness, poverty, and disability by providing them with the services and support they need to thrive. As a fundamental practice across all McMan's services, we work with individuals to help them maintain and grow relationships that can extend beyond our professional support- life-long connections that can help people sustain, and build on, their strengths and new skills.

McMan Edmonton and North employs 700 staff and 200 contracted care givers passionate about helping individuals strengthen their relationships, build connections within their communities, and achieve their full potential.

McMan is guided by its vision, mission, and values:

Vision

Together we transform the lives of children, youth and families through sustainable supports and connections, leading to healthy and fulfilling lives.

Mission

To support and encourage individuals and families to achieve their full potential as members of their community.

Values

Commitment, trust, empathy, respect, genuineness.



About the Opportunity

Reporting to the Executive Director, the Director of Services will be an integral member of the senior leadership team contributing at operational and tactical levels. You will be responsible for fostering an environment where effective service delivery and ideal outcomes for individuals are possible, fulfilling commitments to funders, meeting regulatory requirements, and facilitating opportunities to consistently deliver a high standard of practice and continuous quality improvement.

The Ideal Candidate

You are passionate about youth, family, persons living with disabilities, community and compassionate about wanting to influence the betterment of the lives of those we serve in the community. Personally, you align and support the vision, mission, and values of McMan.

You embrace a transformational leadership role within the organization and help shape a positive and productive culture. People enjoy working with you given your welcoming and inclusive collaborative nature, solid knowledge and experience, clear communication, calm demeanor under pressure and decisiveness. You develop strong internal and external relationships and partnerships with your team, the organization, vendors, volunteers and partners.



You are courageous, accountable, authentic, high integrity, well organized, highly perceptive and an intuitive lifelong learner always seeking improvement. Your collective education combined with mature experience will enable you to evaluate and effectively strategize delivery for the organization. As an important contributor to the Senior Leadership Team, you possess a track record of having influenced, managed, guided and implemented changes within an organization.

Roles and Responsibilities

- Works collaboratively with the strategic leadership team; provides leadership and fosters an environment that aligns with organizational values and mission.
- Implement assigned strategic goals; develop and implement operational plans fitting within those goals.
- Provide effective leadership, support and coaching to a team of program managers overseeing a variety of programs and services related to disabilities, families, and children.
- Initiate, build and enhance relationships with funders, external partners, and community stakeholders.
- Ensures financial, contractual, and regulatory compliance; completion of required reporting, budget oversight, and ensures programs meet or exceed all required standards.
- Creates opportunities for enhancements to service provision, expansion of service, and operational efficiencies.

Education and Experience

- Degree in Management, Human Services, or other related fields of study.
- A minimum of five years' experience in a Service / Program leadership role in a mid-sized organization. Equivalencies may be considered.
- Demonstrated experience in leading and implementing strategic initiatives and operational projects of varied scopes and significance using sound leadership, financial acumen, project management and change management principles and practices.
- Effective communication and problem-solving skills. Strong analytical, critical thinking, organizational and time management skills are essential.
- Demonstrated interpersonal and leadership skills; the ability to build and maintain relationships with multiple stakeholders.
- Ability to travel to communities outside of Edmonton including overnight stays when required (up to approximately 20%).
- Valid driver's license.

Compliance

Final candidates will require satisfactory security checks and submission of a Driver's Abstract.



Equal Opportunity

McMan Youth, Family and Community Services is committed to an equitable, diverse, and inclusive workforce. We welcome applications from all qualified candidates. We encourage First Nations, Métis, and Inuit persons; members of visible minority groups; persons with disabilities; persons of any sexual orientation or gender identity and expression; and all those who may contribute to the further diversification of ideas and the organization.

Compensation

The salary range for this position will be \$100,680.00 to \$120,224.00 annually commensurate with education and experience. McMan offers a comprehensive extended health benefits package, flexibility, and generous time off as part of our compensation package.

Confidentiality

In compliance and consistent with the Personal Information Protection and Electronic Documents Act ("PIPEDA"), HumanEdge shall respect the privacy and confidentiality of all personal information provided directly or indirectly verbally, electronically or in print throughout the process of candidate engagement in our search assignments.

Resume and Cover Letter can be submitted in confidence:

Misty Wilson, CPHR, SHRM-SCP
Senior Recruitment Consultant
Email: misty@humanedgeglobal.com
www.humanedgeglobal.com

Ken Glover, BSc., RPR
Managing Partner, HumanEdge Global
Email: ken.glover@humanedgeglobal.com