

## JOB POSTING

<b>Position:</b>	KAIROS Blanket Exercise (KBE) Team Lead
<b>Status:</b>	Full-time (35 hours/week) permanent
<b>Work Model (Location):</b>	Hybrid (Toronto/Ottawa) / Remote (located in other regions of Ontario)
<b>Salary:</b>	\$77,375.01
<b>Application Deadline:</b>	August 15, 2022
<b>Posting Reference:</b>	KAIROS-22-14
<b>E-Mail:</b>	<a href="mailto:careers@united-church.ca">careers@united-church.ca</a>
<b>Web:</b>	<a href="http://www.kairoscanada.org">www.kairoscanada.org</a>

KAIROS: Canadian Ecumenical Justice Initiatives is seeking an individual to fill the role of KAIROS Blanket Exercise (KBE) Team Lead on a full-time permanent basis (35 hours/week).

KAIROS: Canadian Ecumenical Justice Initiatives is an ecumenical movement for ecological justice and human rights. KAIROS includes three program Circles, a network of activists, and regional representatives, educators, and partners in Canada and around the world who help guide our work. We have offices in Toronto and Ottawa and home offices across the country.

The KAIROS Blanket Exercise (KBE) is a decolonization education initiative that contributes to the process of truth, justice, and reconciliation by presenting a history that centers Indigenous peoples and the land and deepens understanding of and empathy for the impact on Indigenous peoples and Nations of displacement and dispossession of traditional territories.

### RESPONSIBILITIES

The KBE Team Lead will provide strategic and operational leadership for the KAIROS' Blanket Exercise (KBE) program, which will include a review and assessment of the current program direction, objectives, goals and needs to ensure the KBE programs and service delivery are excellent, accessible, and responsive to the needs of stakeholders, partners, and the community while supporting the goals and calls to action of the Truth and Reconciliation Commission of Canada. The main areas of focus are:

- Leadership - Provide leadership, oversight and direction to the KBE staff team (11) by modeling collaboration, problem-solving, and by facilitating relationships of trust, cooperation and confidence;
- Management Team Member - Play a leadership role in organizational strategic planning, policy/program development/review; Facilitate shared leadership in team program monitoring, team collaboration, and capacity to focus and strengthen the impact of work;
- KAIROS Blanket Exercise (KBE) Evaluation and Planning - Assess and evaluate the KBE program including curriculum, delivery model, community relations with partners, and staffing needs, recruitment, management, development, orientation and training; Develop a short-term vision for the KBE team and lead the development of the KBE Team's short-term and mid-term operational plans;
- KAIROS Blanket Exercise (KBE) Program Implementation - Support the implementation of the working plan for programs and services; Review and set standards and procedures for the operation of the programs and foster the development of a professional culture of best practice, learning, innovation, research, evaluation, and responsiveness to current and emerging program needs. Suggest improvements in methods of data collection and analysis.

All KAIROS staff will exhibit practices that recognize and uphold principles of diversity, equity, inclusion (DEI), anti-colonialism, anti-racism, and anti-oppression (ARAO), exemplifying these principles in their day-to-day interactions with colleagues, partners, hosts, members, donors, supporters, and the public, and contribute to the organization's DEI and ARAO development at the individual, team, and organizational levels.

## **QUALIFICATIONS**

The requirements listed below are representative of the knowledge, skill, education, experience and ability required.

- Commitment to the mission and values of KAIROS and a comfort working in an ecumenical Christian context;
- University degree in International Development, Political Science, Human Rights, Theology or other relevant education
- 5 years' experience in relevant social justice work together with 3 years' experience at a management level (preferably in a unionized environment);
- Familiarity with the KAIROS Blanket Exercise;
- Knowledge of Indigenous ways of teaching, learning & being, Indigenous history within Canada, and language and culture;
- Strong ability to work collaboratively and respectfully with Indigenous peoples;
- Knowledge of Indigenous education methodology and pedagogical skills;
- Experience and expertise in curriculum development and delivery in an Indigenous resurgence framework;
- Clear commitment to work with churches and communities in faithful public witness; and
- Ability to work ecumenically and understand and present work in a Christian theological context;
- Collaborative work style working respectfully within a diverse virtual work environment;
- Superior analytical, budget and financial skills;
- Excellent leadership and management skills, and experience related to strategic and operational planning, program management, budgeting and control, staff supervision and team building;
- Strong organizational, planning, administration and time management skills;
- Excellent interpersonal, conflict resolution, verbal and written communication and presentation skills;
- Ability to work effectively with Indigenous organizations and communities, government bodies, educational institutions, churches and Christian organizations, and other key organizational actors;
- Excellent skills working in cross-cultural, anti-racist and anti-oppression frameworks; and
- Strong computer skills in the use of various software applications - Office 365, Dynamics, SharePoint, One Drive, Teams, Zoom and other social media and online platforms;
- Flexibility, resilience and sound judgment;
- Knowledge of an Indigenous language and/or French is considered an asset; and
- Recognition of personal and professional boundaries.

As part of our ongoing commitment to the Accessibility for Ontarians with Disabilities Act, KAIROS will aid employees who request accommodation throughout their employment with us, unless the

position is deemed to be a bona fide occupational requirement and/or to the point of undue hardship considering issues of health, safety and cost.

To request a copy of the full position description, please email: [careers@united-church.ca](mailto:careers@united-church.ca)

#### **HOW TO APPLY**

Interested applicants are invited to submit their cover letter and resume with **KAIROS-22-14** in the subject line to: [careers@united-church.ca](mailto:careers@united-church.ca)

In accordance with Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, 2005, and KAIROS' Equity and Inclusion policy, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance. We thank all applicants and will contact the individuals selected for an interview. No phone calls please.