

DIRECTOR OF PROGRAMS & PARTNERSHIPS

FULL TIME POSITION-35 hours per week

SALARY RANGE: \$95,000 – \$105,000

AND HOOPP (HEALTHCARE OF ONTARIO PENSION PLAN)

Join Us in Making a Meaningful Difference

At Fontbonne Ministries, we're more than just a workplace – we're a community dedicated to fostering dignity and creating positive change. Founded on the inspiring legacy of the Sisters of St. Joseph, we're looking for passionate individuals who share our commitment to building a more inclusive and supportive society.

Why Choose Us?

- Purpose-Driven Work: Be part of transformative programs that directly impact the lives of socially isolated individuals in our community.
- Inclusive Culture: Join an organization that actively champions diversity and equity, where every team member's unique perspective is valued and celebrated.
- Exceptional Benefits: Secure your future with our comprehensive HOOPP pension plan, one of Ontario's most respected pension programs.

Our Vision & Impact We're dedicated to nurturing community, dignity, and spirit through:

- Building authentic connections with our community members
- Creating welcoming spaces where everyone belongs
- Driving positive social change through innovative programs

Our values guide everything we do:

- Respect: We celebrate each person's unique gifts and inherent dignity
- Advocacy: We lead positive change by responding to evolving community needs
- Community: We build strong, collaborative partnerships that create lasting impact
- Compassion: We provide personalized attention with empathy and understanding
- Accountability: We make sustainable choices that benefit future generations

If you're passionate about making a real difference while building a rewarding career with excellent benefits, we want to hear from you. Join our team and be part of a legacy of compassionate care and community building.

POSITION OVERVIEW

The Director of Programs & Partnerships will play a pivotal role in leading Fontbonne Ministries into its next phase of development. This is an exciting opportunity for an individual who is passionate about making a difference in the community, possesses strong leadership skills, and has the vision to drive growth and change within the organization. The Director will be responsible for overseeing all the programming and operational aspects of Fontbonne Ministries.

AREAS OF ACCOUNTABILITY

- **Strategic Leadership:** Leads the implementation of Fontbonne's programmatic strategic directions incorporating best practices and responding to future trends and priorities.
- **Innovation and Growth:** Identify opportunities for innovation, seeking ways to expand and improve services in alignment with the organization's mission.
- **Program Planning & Development:** Guide and collaborate with program leads to design, implement, and evaluate current programs and opportunities for service growth and expansion.
- **Financial Management & Accountability:** Develop and manage budgets, allocate resources effectively, and ensure financial sustainability and potential growth.
- **Operational Oversight:** Manage the day-to-day operations of Fontbonne Ministries, ensuring efficient and effective utilization of resources, including financial and physical infrastructure, and management of one maintenance employee.
- **Stakeholder Engagement:** Cultivate and maintain relationships with partners, donors, volunteers, and community members who are committed to supporting Fontbonne's priority population(s).
- **Change Management:** Continue to support the organization through the process of change, adapting to evolving community needs and strategic priorities.
- **Team Leadership:** Mentor, motivate, and manage a team of dedicated personnel members, fostering a positive and collaborative work environment.
- **Quality Assurance and Compliance:** Ensure compliance with all internal policies and procedures and that the organization is alignment with external relevant laws, regulations, and reporting requirements.

QUALIFICATIONS

Education & training

Bachelor's degree in a relevant field; Master's degree preferred.

First Aid/Level C CPR Certificate (or willingness to obtain)

De-escalation or Crisis Prevention Intervention (CPI) training

Skills & Experience

- Proven experience in leadership roles within the nonprofit sector, with an understanding of community development and social services.
- Strong understanding of program development for Fontbonne’s priority programming including food security, drop-in service, housing, and friendly visiting services.
- Excellent communication and interpersonal skills, with a focus on empathy and cultural sensitivity.
- Proficient in financial management and seeking out grant opportunities, particularly for services aimed at addressing poverty and homelessness.
- Change management experience and the ability to foster an uptake of organizational change.
- Experience in volunteer/student program implementation and management.
- Proficiency in the use of computers and various software applications including Microsoft Office.

Personal Attributes

- Passion for and commitment to addressing the unique needs of the unhoused and marginalized populations, guided by the values of compassion and social justice.
- Empathetic and culturally sensitive, with a strong sense of social responsibility.
- Visionary thinker with the ability to develop innovative solutions.
- Collaborative, team-oriented, and adaptable in a changing environment.

Working Conditions:

- Comfortable working in a faith-based environment
- Onsite work is required most of the time with the occasional on-call responsibilities.
- Some evening and weekend on-call availability may be required.
- Use of a car is an asset.

Fontbonne Ministries values inclusivity and diversity in the workplace. We are committed to providing accessible employment practices in compliance with the Accessibility for Ontarians with Disabilities Act (“AODA”). To apply, please forward your CV in one pdf file to hire@fontbonneministries.ca noting “Director of Programs & Partnerships” on the subject line. If you require accommodation during any stage of the recruitment process, please note that in your email to hire@fontbonneministries.ca While we thank all applicants, only those selected for an interview will be contacted.