



UNDER ONE ROOF
Wellness. Community. Purpose.



Squamish Helping Hands Society is seeking an Executive Director

Organization background:

Squamish Helping Hands Society is a registered charity providing food, shelter and support services to individuals and families in the Sea to Sky region who are living with or threatened by homelessness and who also might be struggling with mental health and addictions. We believe in being part of a community where everyone matters, and where housing and food access are human rights. We have evolved over the past few years beyond emergency shelter to housing our participants in an affordable and supportive environment. We have seen significant growth over the last 2-3 years marked by our move into Under One Roof in late 2020.

We take a collaborative approach to building community solutions that assist our participants in their transition from homelessness to wellness, ability, and independence. We meet people where they are, not where they should be. We hope to empower people through a system of accountability, leading to increased personal capacity and independence. Core Pillars of Service: Housing. Food. Community. Health. Purpose.

Summary of Position:

The Executive Director of this dynamic social services agency is an experienced manager and leader. This position reports to the Chair of the SHHS Board, or designate, and works in accordance with the vision, mission, values, and philosophy of the Society. The Executive Director oversees and leads the organization on all fronts working collaboratively with leadership team, staff and community. The Executive Director brings thoughtful guidance and insight to the work drawing from various best practices – Harm Reduction, Housing First, Trauma Informed, Capacity Building approaches. This leader has lots of experience in the social service/not for profit sector and is able to advocate for change when needed at all levels of government. A huge part of this role is creating a skillful, emotionally intelligent, innovative team that can think for themselves and lead from where they are.

Knowledge base:

Executive Director must excel in the following:

Leadership/management skills – an ability to lead by example, to listen with compassion and to direct with firm intention; the ability to look at a problem from all sides for creative win/win solutions and to understand the many perspectives and experiences of others on the team.

Organizational planning – the ability to oversee, track and report on many moving and changing parts; the ability to see and create order in chaos; the ability to delegate tasks and projects and to understand and play to people's strengths.

Visionary influence – the ability to inspire great work, compassion, a commitment to self-care and growth; the ability to inspire others to lead; the ability to continue to bring our message out into community for

new and continued community support, funding, and collaboration. The ability to help others understand and get buy-in with respect to the work and the approaches that bring success.

Detail action – the ability to think strategically and big picture but also able to circle back to the details, follow through with action so that tasks and results are completed and recorded; the ability to build and follow allotted budgets; the ability to see and address the gaps.

Mental acuity and emotional intelligence – the ability to go to the core of a matter and to understand that what we see isn't always all that is there.

Innovation and Collaboration – the ability to see where, how, and why working together is far more powerful than isolation or silo thinking. The ability to bring people together undoing the 'Us & Them' and 'NIMBY' thinking.

Qualifications:

- Bachelor's degree in related field, Business degree also considered an asset
- Eight to ten years senior non-profit management
- Five or more years experience in mental health & addictions; working with low barrier populations
- Demonstrated ability to effectively cultivate, manage, and lead high performance teams

Hours & location:

Location: 37871 Third Avenue, Squamish, BC

Hours: 32 – 40 hours per week

Salary & benefits:

Salary Range: \$74,880 - \$104,000, depending on experience, qualifications, and hours.

Squamish Helping Hands officers a benefits package including group medical and pension plan.

For more detailed information you can request the following documents:

Executive Director - Job Description

SHHS Vision Who we are and Why

To apply for this meaningful opportunity, please send your letter of interest and resume saved in a PDF format via e-mail to wshard@shhs.ca quoting **Job posting 2022-40**.

Squamish Helping Hands Society is committed to creating an inclusive accessible environment where all members of our community feel welcome, valued, respected, and supported. We encourage applications from the diverse communities in which we live and serve, including but not limited to people of colour, indigenous people, persons with disabilities, and persons of any sexual orientation or gender identity.

We acknowledge that at Under One Roof we are situated on the traditional, ancestral and unceded territory of the Squamish Nation.