



JOB POSTING

Title: Vice President, Programs
Type: Permanent Full Time
Location: Flexible (see below)

Canadian Feed the Children's vision is a world in which children thrive, free of poverty. For nearly 35 years, CFTC has been working with local partners in Uganda, Ethiopia, Ghana, Bolivia, and with Indigenous communities in Canada, to deliver programs that have positive, meaningful, and sustained impact on the health, education and well-being of children and the self-sufficiency of their families and communities. If you share our passion for bettering children's lives, and you thrive in a collaborative, values-based culture please consider applying for this role.

Our head office is in North York however, we continue to work from home/remotely during these unprecedented times. We hope to be back in our office space at some point in the future however we are choosing to be ultra-safe out of respect for the health and well-being of our employees.

About this Opportunity

Reporting to the President & CEO, and serving as an integral member of the senior leadership team, the **Vice President (VP), Programs** will be responsible for leading its Global Programs team and fulfilling the promise of CFTC's Theory of Change. The VP Programs will bring to CFTC both practical operations knowledge and strategic thinking on community-led program development for both International and programs in Canada, working with local partners and communities.

As a proven leader able to deliver team-based results in a highly changeable environment, the VP will be a strong communicator who believes in the power of motivated individuals to change the world. They will be a strong voice for CFTC programs and policy, a mentor, a consensus-builder and collaborator, a strategic thinker and visionary with a bias to action. They will be an individual who is passionate about unlocking the potential of children through community-led development. They will develop and deliver successful institutional funding proposals, implementing them expertly, and comfortably working across diverse countries and stakeholders in a collaborative manner.

The Vice President, Programs will oversee and directly contribute to specific projects and activities implemented in our countries of operation internationally with 12 local partners, and with 27 Indigenous communities across 7 Provinces and Territories in Canada. They will quickly earn and maintain the respect of the Global Team, including those in global locations for whom they will build collaborative relationships founded on mutual goals and shared values. The VP, Programs will be a trusted advisor to senior leadership, the President & CEO, and a volunteer Board of Directors.

Ongoing compliance with CFTC policies is a condition of employment and a requirement of this position. These policies include but are not limited to child protection, confidentiality, respect in the workplace and code of conduct.

Key Accountabilities

Leadership:

- Key support to the President and CEO in the development and implementation of CFTC's Strategic Plan 2020-2022 and annual operating plans and budgets.
- Participate as a key member of CFTC's senior leadership team, contribute to a values-driven and performance-based culture at every level of the organization.
- Ensure the highest levels of accountability at head office, country office, and among local partners ~ seeking, developing and delivering best practices to deliver long-term sustainable impact.
- Ensure proactive planning, implementation and delivery of international and Canada programs aligned with CFTC's vision and mission, including strategic planning, annual/quarterly operational planning, attendant budgets and financials.
- Lead the effective evolution and deepening of CFTC's Theory of Change across all countries of operation and stakeholders.
- Governance reporting to articulate program team annual budgets and provide detailed insights towards implementation
- Provide reports and presentations to the CFTC Board and key stakeholders as required.
- Lead CFTC's proactive development and implementation of an Institutional Donor strategy to ensure growth in programs and ultimately in the impact of our programs to help children thrive.

Operations and Policy:

- Deliver a focused development plan aligned with CFTC's Theory of Change and current CFTC's Strategic Plan.
- Ensure the Global Programs team plans and priorities are aligned with all CFTC departments and goals.
- Ensure effective project and grant management of private funding as well as Institutional donor funding.
- Lead continuous development/improvement of program policies, protocols and procedures at both the headquarters and field level.
- Ensure effective implementation of programs within approved plans and budgets while ensuring appropriate control environment with Country Offices and local partners, as well as Indigenous community partners in Canada.
- Ensure timely review and analysis of regular reports and audits for all country offices and local partners and Indigenous communities in Canada, and delivery of support to diverse stakeholders needs.
- Recommend partner affiliations, disaffiliations or temporary suspensions and oversee delivery of approved recommendations.
- Provide leadership in the design and implementation of monitoring and evaluation systems to strengthen CFTC's impact on children, their families and communities, including using performance measurement frameworks (i.e. GAC's) as a measurement approach and familiarity with baseline, end-line and project evaluations.

Institutional Funding Development and Management:

- Lead research, development, delivery and reporting on all institutional funding proposals.
- Collaborate with the Development team to ensure all major donor funding proposals are aligned with excellence in programming and consistent with organizational objectives.
- Ensures strong program support to CFTC's fundraising, marketing and communications initiatives ensuring program accountability to donors and supporters.
- Ensures effective and timely reporting to donors as required.

Strategic Thought Leadership and Government Relations:

- Engage and co-ordinate strategic networking with such organizations as Cooperation Canada, OCIC, CanWaCH, Food Secure Canada and other networks, NGOs and agencies.
- Deepen and strengthen CFTC's impact through strategic alliances as outlined in CFTC's Strategic Plan.
- Collaborate with the CEO on strategic government relations, policy and advocacy initiatives with key government organizations at the federal and provincial levels.

People & Culture

- Ensure effective leadership and talent cultivation of 15 Programs staff in the country offices and head office, fostering teamwork, personal and team success and values-driven communication within the department and throughout the organization.
- Ensure effective cross-organizational communications to promote inter-departmental and global teamwork and shared delivery of results and solutions.
- Lead recruitment, orientation and training and development for all Program staff, including CFTC country representatives and field staff.
- Conduct/ oversee annual goal-setting and mid- year reviews for all Global Programs staff. Coach to deliver goals.

About you:

- Master's degree in International Development or a related field, or equivalent combination of education and experience.
- Ten or more years in senior program leadership roles including strategic and operational planning and execution, Theory of Change approach, child sponsorship programming and innovative, and impact-driven program development.
- Demonstrated track record in developing, securing and implementing multi-year institutional and other grants with success in negotiating funding across governments and foundations.
- Demonstrated success in cultivating high-performance teams and excellence in leadership, management, coaching and supervisory skills in a high change environment.
- Demonstrated project management skills including project cycle management, results-based management, monitoring and evaluation, and impact reporting etc.
- Strong analytical and reporting skills across variety of stakeholder groups.
- Excellent written and verbal communication skills.
- Experience working in food security and/or with Indigenous communities in Canada an asset.
- Knowledge of Indigenous history and culture; and a lived experience in an Indigenous community an asset.

- Experience working with volunteer Boards and committees an asset.
- Fluently bilingual (English with French or Spanish) an asset.
- Eligible to work in Canada.
- Valid passport and able to travel internationally on a regular basis.
- Desire to make a sustainable difference while having fun in the process!

Interested? Please submit your resume and covering letter to: jobs@canadianfeedthechildren.ca

Please indicate the name of the position in the subject line.

We thank all applicants for their interest however only those under consideration will be contacted. Our recruitment process begins as soon as applications are received. This position will remain open until the successful candidate has been selected.

Canadian Feed The Children is committed to creating a diverse and equality-based environment.

We are committed to ensuring a barrier-free, accessible and inclusive work environment. We welcome and encourage applications from all people. Upon individual request, we will endeavour to remove any barrier to the hiring process to accommodate candidates with disabilities. Please inform us should accommodation be required at any point during the recruitment and selection process.