



Director, Community Impact



The Organization

The Indigenous Peoples Resilience Fund (IPRF) is a national Indigenous-led charitable organization dedicated to supporting Indigenous communities and organizations across Canada. Established in 2020 in response to the immediate impacts of the COVID-19 pandemic, IPRF has evolved from an emergency-response fund into a growing force in Indigenous philanthropy, working to shift resources, decision-making, and long-term investment into Indigenous hands. Communities know what communities need, and that principle continues to guide IPRF's work.

Grounded in Indigenous values and accountable to the communities it serves, IPRF provides flexible, community-driven funding that supports health and healing, food security and sovereignty, cultural revitalization, capacity building, and other locally identified priorities. Since its inception, the organization has delivered more than 30 funding intakes and supported Indigenous-led initiatives from coast to coast to coast. In 2023 alone, IPRF distributed nearly \$3 million to Indigenous communities and organizations across Canada.

Today, IPRF is entering an important new phase of growth. As it strengthens partnerships, expands its team, and advances a capitalization strategy aimed at building a \$250 million Indigenous-led fund, the organization continues to bridge Indigenous communities and the philanthropic sector while remaining firmly rooted in community priorities, trust-based relationships, and Indigenous self-determination.

Vision

Within the relations of all – to live well.

Ambition

Grounded in the values of the People served, the IPRF honours the voice of Indigenous communities and organizations.

Approach

IPRF believes that communities know what communities need. Through Indigenous-led philanthropy, the organization works to move resources, decision-making authority, and long-term capital closer to community, while fostering relationships built on trust, reciprocity, and accountability.

Learn more about Indigenous Peoples Resilience Fund [here](#).

The Opportunity

IPRF is entering an important period of growth. As the organization strengthens partnerships, expands its reach, and advances a bold vision for Indigenous-led philanthropy, it is seeking a **Director, Community Impact** to help shape what comes next. Working closely with the CEO and leadership team, the Director will lead grantmaking, partnerships, and community engagement efforts while helping build the relationships, resources, and organizational capacity needed to support Indigenous communities and organizations across Canada.

Key Responsibilities

Strategic Leadership and Collaboration (20%)

The Director, Community Impact is responsible for providing strategic leadership to IPRF's granting, programs, and partnerships. This includes:

- Shaping and evolving IPRF's community impact strategy in collaboration with the CEO and Advisory Council.
- Ensuring that IPRF's grantmaking and partnerships reflect the priorities, voices, and strengths of Indigenous communities.
- Consulting on IPRF's organizational strategy and key decisions related to program design, funding priorities, and partnership development.
- Ensuring alignment between programmatic and operational planning in collaboration with the Director of Finance and Operations.

Team Oversight and Staff Support (20%)

The Director, Community Impact provides oversight and coaching to IPRF's bundles and partnerships teams. This includes:

- Being accountable for the performance and development of the Manager, Partnerships and Manager, Bundles.
- Supporting cross-team collaboration and ensuring integration between grantmaking and partnership activities.
- Providing direct mentorship, performance support, and professional development opportunities that align with IPRF's values and team culture.
- Fostering a supportive and values-aligned work environment grounded in Indigenous ways of knowing and being.

Key Responsibilities continued

Grantmaking and Program Strategy (30%)

The Director, Community Impact is responsible for overseeing, in collaboration with the IPRF team, the design and delivery of IPRF's grantmaking and program offerings. This includes:

- Leading the design of funding programs and special initiatives that respond to emerging community priorities.
- Ensuring program materials, guides, and processes reflect community voice and uphold IPRF's standards of transparency and respect.
- Being accountable for review and decision-making processes, ensuring that decisions are made in a timely and values-aligned manner.
- Being accountable for program evaluation and learning, supporting knowledge-sharing across IPRF and with external partners.

Partnership Development and External Engagement (30%)

The Director, Community Impact provides leadership and guidance on IPRF's partnership strategy and external engagement. This includes:

- Cultivating strong, trust-based relationships with philanthropic, government, and corporate funders that align with IPRF's mission and values.
- Helping to identify new and prospective and aligned partnership and funding resource opportunities.
- Representing IPRF in external settings—such as conferences, roundtables, and community forums—to build awareness, trust, and support for Indigenous-led solutions.
- Developing partnership proposals, reports, and stewardship strategies in collaboration with the Manager, Partnerships.
- Engaging with Indigenous communities and leaders to ensure IPRF's work remains rooted in and responsive to community priorities.

Compensation

Compensation for this role is between \$95,000 and \$135,000, plus group plan benefits.

Location and Work Arrangement

This is a remote opportunity that can be based anywhere in Canada. While proximity to Toronto would support occasional in-person collaboration, it is not a requirement.

The Candidate

The ideal candidate is an Indigenous leader (First Nations, Métis, or Inuit) who is deeply committed to Indigenous self-determination and community-led approaches to change. Grounded in identity, culture, and community, they bring experience in grantmaking, program design, partnership development, or related fields, along with a demonstrated ability to build authentic relationships across Indigenous communities, philanthropy, government, and other funding partners. They are a confident communicator and collaborative people leader who can support a geographically dispersed team, navigate complex environments with humility and sound judgment, and represent IPRF with credibility and purpose.

Skills and Qualifications

- Six or more (6+) years of progressive leadership experience in grantmaking, program design, partnerships, or related roles, ideally within Indigenous, philanthropic, or non-profit contexts.
- Demonstrated success in overseeing teams, programs, and strategic initiatives with an emphasis on Indigenous community impact.
- Strong understanding of Indigenous governance, community engagement, and culturally grounded practices.
- Experience working with funders and external partners to secure resources and align support with community priorities.
- Proven funding and partnership development track record.
- Proven ability to lead cross-functional teams and integrate diverse areas of work, including programs and partnerships.
- Clear communicator with experience preparing reports, strategies, and presentations for internal and external audiences.
- Ability to work independently and as part of a remote team in a fast-paced, digital-first environment.

Preferred

- Familiarity with grantmaking and partnership management tools, including CRM and digital workflow systems.
- Fluency in an Indigenous language and/or French is an asset.



The Application Process

To apply, please submit a cover letter and resume in PDF format to Pathways Executive Search outlining your interest, qualifications, and experience.

Email: Applications@PathwaysExecutiveSearch.com, including **IPRF - Director, Community Impact** in the subject line.

For more details or to further explore this important strategic leadership opportunity, please contact:

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Pathways Executive Search is an international executive recruitment firm, known for its ability to attract and recruit talent in culturally grounded ways. Guided by Indigenous values and principles of Indigenous inclusion, Pathways walks with those looking to broaden candidate pools, find qualified and experienced candidates, and live out their values and commitment to creating workplace cultures where people can thrive.