



**PATHWAYS
EXECUTIVE SEARCH**



Executive Director



INDIGENOUS YOUTH ROOTS
Sustaining Our Stories, Growing Our Futures



The Organization

Indigenous Youth Roots (IYR) is a registered charity that provides Indigenous youth-led leadership, learning and experiences to every youth who participates in our programs. At IYR, we aim to centre Indigenous youth perspectives in everything we do, and we have 7 deeply held principles that guide us in our work and in the way in which we relate to each other:

Reciprocity

Advocacy

Accountability

Resurgence

Innovation

Reclamation

Solidarity

With those guiding principles, we aim to build the resources and capacity to respond to the needs of Indigenous youth and their communities by facilitating partnerships between Indigenous youth leaders, grassroots groups, communities, governments and Indigenous and non-Indigenous organizations.

As a national organization, we strive to change the landscape for the future of Indigenous youth. Indigenous Youth Roots has made exciting large scale change, while maintaining the unique and direct values that contribute to community and youth development.

Vision

We envision a future where Indigenous youth are empowered and connected as dynamic leaders in vibrant and thriving communities.

Purpose

We collaborate with communities to provide programs, grants and opportunities that are grounded in Indigenous ways of knowing and being and designed to strengthen and amplify the voices of Indigenous youth. Indigenous Youth Roots (IYR) is a registered charity that provides Indigenous-based leadership, learning, and experiences to every youth that participates in our programs.

To learn more about Indigenous Youth Roots, please visit <https://indigenouyouthroots.ca/>

The Organization (cont'd)

Together, we build the resources and capacity to respond to the needs of Indigenous youth and their communities and have become home to several programs and centres, including:

The Centre for Indigenous Policy and Research

IYPS is a tuition-free program with no academic or professional requirements. Indigenous youth can enter this program at any level of learning and understanding about policy. Throughout this program, Indigenous youth are given the tools to ensure their priorities are advanced, and perspectives are reflected in policies that matter most to them.

To make IYPS more accessible, the program is delivered virtually and consists of 5 small cohorts from coast to coast to coast. This program is open to any Indigenous youth between the ages of 18-29 who are living in Canada and who are interested in learning more about policy.

Culture and Wellness Program

Dedicated to creating spaces for Indigenous youth to access programming that nurtures cultural connection and the concept of (w)holistic wellness. We believe that wellness is rooted in a sense of belonging and interconnection to all our relations through finding ourselves within part of the greater whole. Our programming focuses on Traditional Knowledge, storytelling, land-based education, earth-working and arts-based workshops. We believe that these are the heartbeat and most vital elements for building confidence, a sense of healthy identity and strengthening community relationships.

We provide spaces for youth who hold a variety of identities to engage in cultural knowledge and knowledge sharing. Many of our programs focus on the importance of creating spaces for those who may not feel included in conventional programming environments for any number of reasons. We believe that everyone's bundle carries significance.

This is important because Indigenous traditional ways of knowing always focus on strengthening the whole community, and this can only be done when no one is left behind. Spaces designed with particular Indigenous youth needs in mind increase connection and engagement and allow us to support one another in more meaningful ways. In some situations, this may mean that this is the first time a participant feels seen, acknowledged and celebrated for who they really are.

The Organization (cont'd)

Grounded Communities Solidarity Program

Grounded Communities engages youth leaders (aged 18-29) from across the country, building a national network of youth working to realize their own visions of reconciliation, community building, and solidarity between BIPOC folks. The first phase of this project involves youth participation in an intensive orientation, learning and training retreat, and the creation of a solidarity-focused workshop. During the second phase of this project, youth teams will have the opportunity to implement the solidarity-focused workshop in their communities. We will also provide ongoing spaces for youth to practice their facilitation skills, plan local events, and stay connected.

Black Indigenous Solidarity Program

For the 2023-2024 program year, the program is focusing on the development of Black Indigenous Solidarity content that better integrates community needs. To accomplish this, IYR will host 6 virtual (or in-person when possible) engagement sessions. During these sessions, we will be encouraging Black/ Indigenous/ Afro-Indigenous youth to meaningfully reflect on their understanding of solidarity, identify community needs, and conceptualize activities to achieve this.

Concerning Community Solidarity Program

This initiative is aimed at non-Indigenous settlers of colour and engages participants in concrete discussions related to a variety of themes, such as connecting to homelands, the nuanced experiences and responsibilities of settlers of colour, and the history of colonization and anti-Blackness in Canada.



The Opportunity

Reporting to the board, The Executive Director (ED) will provide strategic direction and leadership for the organization. Responsible for the general management of the organization, the ED will provide leadership and accountability for all core functions, including strategic planning, program and service delivery, operational management, budget/financial/fundraising management, human resources, government, community and stakeholder relations.

Through collaboration with its well-developed services, programs, and membership from across Canada, the Executive Director will oversee and mentor a growing team while liaising with a Board of Directors. As part of the leadership team, the ED will direct the development and implementation of strategies for engagement to build relationships and partnerships that will support our youth and their programs.

The ED will have a balance of internal and external responsibilities, serving as the public face of the organization to build and strengthen relationships. They will identify the needs of youth and communities, responding in a supportive and culturally sensitive manner. The ED will also be able to showcase the positive work of IYR while securing new funding for future growth and success.

This role has the overall accountability for ensuring IYR's strategic goals have measurable outcomes. The Executive Director will be a critical thinker and have experience directing a non-profit organization in culturally sensitive spaces. The ED must ensure the support provided is inclusive and respectful of all cultures.

The Opportunity (cont'd)

Key Responsibilities

- Foster positive stakeholder and community relationships; lead in all IYR communications as well as be the main point of contact for donors, funders, partners and governments, as appropriate.
- Relationship building both internally and externally; ability to build trust within the organization and to ensure long-lasting partnerships with funders.
- Develop and manage sufficient resources to ensure the financial health of the organization, maximizing resources and creating efficiency.
- Offer strong financial oversight and leading long-term and individual fundraising initiatives by obtaining, sustaining and reporting on public funding.
- Responsible for stewarding relationships that support diversifying revenue portfolios, social enterprise, and social impact investing.
- Provide strong and persuasive advocacy on behalf of IYR, participants and the Reconciliation movement as a whole.
- Establishing and maintaining external relationships with a wide range of stakeholders, including provincial and national Indigenous organizations, government ministries and agencies at the provincial and federal levels, as well as other organizations, individuals, and the general public as deemed to be in the best interest of IYR.
- Proactively monitor the provincial and federal political landscape by staying abreast of legislative and policy changes and steering the organization to effectively respond.
- Increase and maintain IYR's reputation and credibility in the area of policy, programming, training and research, ensuring these are respected and supported broadly.
- Lead IYR in a manner that supports and guides the organization's mission as defined by the Board of Directors, and communicate effectively with the Board of Directors and provide timely and accurate information necessary for the Board of Directors to function properly and to make informed decisions.
- Oversee all IYR administration and human resources functions, ensuring a positive work environment for all IYR employees.
- Create an organizational structure that enables collaboration and relationship building across all work areas. Bridge mainstream and Indigenous communities, concepts and practices.
- Maintain and upgrade professional skills; promote a healthy and safe work environment.
- Bilingualism in English and French is not necessary, knowledge of any languages Indigenous to Turtle Island is a strong asset.



The Candidate - Who You Are

- 1. You are committed and mission-driven.** You believe in the importance and power of youth and reconciliation, and it drives your work. You are committed to achieving a strategic mission, keeping an eye on the ultimate goals. You know how to get us all where we're going.
- 2. You know your heart and how community is part of it.** You understand how important community is in the complex work of reconciliation. Your heart knowledge ensures that your values align with the values of the community you work with.
- 3. You believe in the power of advocacy.** You are a strong and persuasive advocate, promoting the strength and inherent wisdom of youth in reconciliation. You know exactly how to advocate for the mission when working with all levels of government, within policy environments and with stakeholders of all kinds.
- 4. You are a passionate administrator.** Your heart is in your work and strong, credible and strategic administration is one of the tools you rely on. You are a strong and capable financial manager who is comfortable working with complex budgets.
- 5. You are a relationship and consensus builder.** You are focused on people and communities, value personal and professional relationships, and love opportunities to work with others. You are adept at locating aligned values across groups and know how to bring everyone to resonance and consensus.
- 6. You are compassionate and lead with integrity.** You understand that it's important to meet others where they are. You keep your own integrity in mind when exploring the needs of others.
- 7. You value credibility and reputation.** Both yours and ours! Your reputation is how others know your intentions and your actions are consistent. A track record of reliability when achieving outcomes proves your credibility.
- 8. You know that leading with kindness and honesty leads to sharing and strength.** You are able to insert kindness in all you do, and when problems present, you take an honest approach to finding collaborative solutions. You understand the way we approach problems, which leads directly to the strength of our relationships.
- 9. You understand the importance of personal wellness and balance.** You value work-life balance, overall wellness, and being a mindful leader fostering a work culture that promotes the care of self and others.

The Candidate (cont'd)

Skills and Qualifications

- Deep knowledge of Indigenous histories, protocols and values; passion for Indigenous initiatives and commitment to advancing the aspirations of Indigenous peoples and, in particular, Indigenous Youth
- Demonstrated commitment to the promotion of Indigenous research, education, and language revitalization
- Thorough understanding of not-for-profit governance
- Ability to build relationships with other communities, community agencies, services, organizations, and government; building strong working relationships.
- Excellent leadership and interpersonal skills, including diplomacy and tact, timely and respectful conflict resolution, and negotiation
- Excellent communication skills with an emphasis on both internal and external communication
- Proficiency in strategic planning, change management, and policy development
- Highly organized with sound professional judgement
- High-level technical skills and demonstrated proficiency with standard desktop computing programs, including spreadsheets, word processing, and database applications

Education

- Bachelor's degree in a relevant area such as Social Work, Public Policy and/or Public Education, Indigenous Studies; Master's degree preferred

Experience

- Minimum 5 years of leadership experience with not-for-profit organizations, including responsibility for finance and human resources
- Experience in external relations and fund management, including a proven track record of securing external grants and contract funding
- Experience in developing and implementing strategic and operational plans to achieve organizational goals and successfully managing the related resources

Note: Equivalent combination of education and experience sufficient to successfully perform the essential duties of the job



To Apply

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

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To apply, please submit a Cover Letter and Resume (PDF version) directly to Pathways Executive Search outlining your interest, qualifications, and experience to applications@pathwaysexecutivesearch.com

Pathways Executive Search is a national recruitment firm offering Indigenous-focused professional services. With a mission to make recruitment and career journeys less challenging and more equitable, Pathways is guided by Indigenous values and principles of Indigenous inclusion, which underscore the capacity to build an inclusive process for all racialized and equity-deserving professionals.