



PATHWAYS
EXECUTIVE SEARCH



Director, Indigenous Programs



RIGHT TO PLAY



Right To Play is seeking a **Director, Indigenous Programs** to provide strategic and operational leadership for its Indigenous programming across Canada. Leading a national team of more than 20 employees and overseeing an annual program budget of approximately \$5 million, the Director will guide program strategy and delivery, strengthen organizational capacity, and build trusted relationships with First Nations, Inuit, and Métis communities and partners. The successful candidate will help advance the next chapter of this growing national program, ensuring Indigenous voices, knowledge, priorities, and community-defined outcomes remain at the centre of its work.

The Organization

Right To Play protects, educates, and empowers children to rise above adversity through the power of play. Founded in 2000, the organization is a global leader in delivering play-based programmes that promote children and young people's learning and well-being.

Last year, Right To Play reached 4.6 million children through in-person and remote programming with partners across Africa, Asia, the Middle East, and North America.

Mission

To protect, educate, and empower children to rise above adversity using the power of play.

Culture Code

The five pillars in Right to Play's Culture Code guide how the organization's people work, play, learn, and lead.

- **Accept Everyone:** Be intentional about inclusion
- **Make Things Happen:** Seek opportunities to lead and innovate
- **Display Courage:** Act with integrity
- **Demonstrate Care:** Look after yourself and one another
- **Be Playful:** Have fun at work

Reconciliation At Right To Play

As part of its commitment to reconciliation, Right To Play works to embed Indigenous voices, knowledge, and perspectives throughout the organization. Guided by principles of cultural humility, learning, and partnership, the organization seeks to strengthen relationships with First Nations, Inuit, and Métis communities while supporting greater awareness of the Truth and Reconciliation Commission Calls to Action, UNDRIP, and the contemporary realities of Indigenous Peoples in Canada. Learn more [here](#).



The Organization continued

Right To Play in Canada

Invited by First Nations leadership to support programs in their communities, Right To Play has spent the past 15 years building trusted partnerships with First Nations, Inuit, and Métis communities across Canada. Today, the organization works alongside approximately 60 Indigenous community partners to deliver play-based programs that support learning, well-being, youth leadership, and community capacity-building.

Looking ahead, Right To Play is focused on strengthening youth voice and leadership, expanding its reach through new partnership models and geographies, and deepening the evidence base for play as a catalyst for positive child and youth outcomes. The Director, Indigenous Programs will provide strategic leadership for this work, helping to guide the next chapter of growth and impact in partnership with communities across the country.

Learn more about Right to Play in Canada [here](#) and more about the global organization [here](#).





The Opportunity

Reporting to the Vice-President, Transformation and Impact, the **Director, Indigenous Programs** will provide leadership for one of Right To Play's most significant Canadian portfolios. Working in partnership with First Nations, Inuit, and Métis communities across the country, the Director will guide the continued evolution of Indigenous Programs, ensuring they remain responsive to community priorities, grounded in Indigenous knowledge and perspectives, and aligned with Right To Play's commitment to reconciliation.

Building on more than 15 years of partnership with Indigenous communities and a network of approximately 60 community partners across Canada, the Director will help advance key organizational priorities, including strengthening youth voice and leadership, expanding the reach of programs and partnerships, and deepening the evidence base for play as a catalyst for positive child and youth outcomes. This is an opportunity to shape the future of a growing national program while supporting meaningful outcomes for Indigenous children, youth, and communities.

Location: Toronto, ON

Work Arrangements: Hybrid, onsite 2 days per week. Accommodations may be made for experienced candidates outside of Ontario.

Position Type: Full-time, salaried

Team: 20 direct reports

Travel: Occasional travel to partnering communities.

Compensation: \$130,208.

Accountability & Responsibilities

The Director, Indigenous Programs will:

Provide Strategic Leadership and Direction for Indigenous Programs (25%)

- Lead the development and implementation of the Indigenous Programs strategy, annual operating plans, and performance objectives in alignment with Right To Play's North Star, strategic priorities, and commitments to reconciliation.
- Ensure Indigenous Programs remains responsive to community needs and reflects Indigenous knowledge, perspectives, and priorities.

Lead Program Delivery, Quality and Impact (25%)

- Oversee the successful implementation of play-based learning and youth development programs across Indigenous partner communities.
- Ensure program quality, safeguarding, monitoring, evaluation, learning, and continuous improvement processes are in place to maximize outcomes for children, youth, and communities.

Lead and Develop a High-Performing Team (20%)

- Provide leadership, coaching, mentorship, and performance management to direct reports and the broader Indigenous Programs team.
- Foster a positive, inclusive, culturally respectful, and accountable work environment that supports employee engagement, learning, wellbeing, and retention.

Manage Financial Resources and Operational Performance (15%)

- Oversee the planning, management, monitoring, and reporting of an annual program budget of approximately \$5 million, which varies based on Canadian National Office fundraising results.
- Liaise with the Canadian National Office on their fundraising efforts for Indigenous Programs. Ensure effective use of resources and compliance with organizational policies, donor requirements, contractual obligations, and applicable legislation.

Build and Sustain Strategic and Community Partnerships (15%)

- Develop and maintain productive relationships with Indigenous community partners, government representatives, funders, academic institutions, sector networks, and other stakeholders.
- Represent Right To Play externally and support fundraising, partnership development, donor stewardship, and advocacy efforts.

Accountability & Responsibilities

Scope (geographical and/or functional), Impact and Autonomy

- Operates nationally across Canada, supporting initiatives in Indigenous communities from coast to coast to coast, with independent responsibility for programs, staff, budgets, partnerships, and operations.
- Requires occasional travel to visit community partners anywhere Right To Play operates in Canada.
- May be required to attend events or meetings outside standard working hours.
- Requires monthly travel to the Toronto office, if based away from Toronto.
 - If based remotely, travel to Toronto would be required, approximately 3 to 7 days a month.

Leadership and Staff Management

- Leads a six-member Senior Management Team and oversees a team of 20+ employees.

Information requirement for decision-making

- Requires information on program results, community relationships, pace of delivery, fundraising pipeline, budget versus actuals, successes and failures and other key programmatic information.

Innovation and Improvements

- Is responsible for improving the ultimate impact of the program for our Indigenous community partners. This may involve design innovations, new ways of partnering, training or capacity building that incorporate Indigenous practices or ways of working.

Relationships & Communications: Internal / External

- Collaborates closely with the Canadian National Office, the HQ Program, Quality and Impact team and the enabling functions of P&C, Finance and Marketing and Communications.
- Works with relevant First Nations, Inuit and Métis community leaders and organizations, steward donors and form relationships with relevant academic institutions or sector coalitions.

The Candidate

The ideal candidate for the role of Director, Indigenous Programs is a collaborative, values-driven leader with a demonstrated commitment to Indigenous communities and a track record of managing complex programs, partnerships, and teams. They bring significant experience in Indigenous-serving, educational, youth development, community-based, or social-impact organizations, along with the ability to navigate diverse stakeholder environments with cultural humility, professionalism, and integrity.

Equally comfortable setting strategic direction and supporting operational excellence, the successful candidate is an experienced people leader who inspires trust, develops talent, and builds strong relationships across communities and sectors. They understand the importance of partnership, accountability, and continuous learning, and possess a deep appreciation for Indigenous histories, cultures, worldviews, and contemporary realities in Canada. Right To Play welcomes candidates with a variety of professional backgrounds and will give preference to First Nations, Inuit, or Métis candidates, while also considering individuals who bring significant experience working alongside and in service of Indigenous communities.



Qualifications and Experience

- Bachelor's degree in education, Social Work, Community Development, Indigenous Studies, Child and Youth Studies, Public Administration, Recreation, Nonprofit Management, or another relevant field or equivalent combination of education and experience, particularly lived community experience in Indigenous communities. A relevant postgraduate certificate or master's is an asset
- Minimum 10 years of progressively responsible leadership experience in Indigenous-serving community-based, educational, or youth development organizations.
- Experience working collaboratively with First Nations, Inuit, and Métis communities and organizations.
- Minimum five (5) years of direct people leadership experience managing multi-disciplinary teams with significant budget responsibility.
- Knowledge and/or lived experience of Indigenous histories, cultures, worldviews, and contemporary realities in Canada. Understanding of Truth and Reconciliation Commission Calls to Action, UNDRIP, and Indigenous engagement practices.
- Knowledge of child and youth development and play-based learning approaches.
- Understanding of nonprofit, charitable, and public sector funding environments.
- Proficiency in digital collaboration tools.
- Comfort with experimenting and using emerging AI technologies.
- Proficiency in English. An Indigenous language would be considered an asset, along with French.
- Preference for a First Nations, Inuit, or Métis candidate, though other candidates can be considered when paired with significant experience working in and/or serving FNIM communities.



Core Competencies

- **Collaboration:** Empowers staff at all levels to contribute as fully as possible to the success of the program. Fosters collaboration across roles, levels and functions and between Right To Play and our FNIM partners.
- **Growth Mindset:** Continuously seeks to improve program outcomes and strengthen processes. Engaged in learning about FNIM cultural knowledge and best practices in child and youth services for those communities.
- **Resilience:** Able to manage a complex and demanding program during periods of change or pressure. Handles setbacks with a problem-solving attitude.
- **Professionalism:** High degree of professional skills, demonstrating integrity, accountability and excellence in work outputs and interactions.
- **Management and Interpersonal skills:** Strong communicator with excellent management and interpersonal skills. Builds trust and fosters open communication across levels.



To Apply

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. Please include **Right To Play – Director, Indigenous Programs** 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.