

Vice-President, People and Culture

We would like to acknowledge that the land Daily Bread Food Bank operates on, is situated upon the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. The City also acknowledges that Toronto is covered by Treaty 13 signed with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands. Today, the meeting place of Toronto is still the home to many Indigenous peoples from across Turtle Island, and we are grateful to have the opportunity to work in the community and on this territory.

For nearly four decades, Daily Bread Food Bank has grown to become Canada's leading organization in the food justice movement. Over the course of the pandemic, Daily Bread Food Bank has responded to those in need of food security in record numbers. In March 2022 alone, the organization recorded 160,000 visits, almost a tripling of what was observed in 2019. Emboldened by its vision to end hunger, the organization is firmly committed to its mission to collaborate with all to eliminate food insecurity, and advocate for solutions to end poverty. This is done through sustainable programming solutions – such as the Farm to Food Bank initiative, advocacy work, and many others – to ensure that the right to food is realized by all. Daily Bread Food Bank distributes approximately 20 million pounds of fresh, frozen and shelf-stable quality food to nearly 200 food programs across Toronto. Embracing the principals of community-centred work, the organization centres the voices of the most marginalized and ensures that allies are inspired through volunteerism, research, and activism engagements.

Poised for continued growth in capacity, services, and partnerships, Daily Bread Food Bank is in a notable period of its evolution. In this important time where responsive, human-centered leadership is paramount to an organization's success, Daily Bread Food Bank invites applications from leaders living these qualities for the role of **Vice-President, People and Culture**, a position that will give an individual an opportunity to make an indelible impact on human growth and development.

Reporting to the Chief Executive Officer and acting as an integral member of the Senior Leadership Team, the VP, People and Culture is responsible for ensuring Daily Bread Food Banks's human resource strategy aligns with the organization's operational direction and works closely with their departmental team and colleagues across Daily Bread Food Bank to ensure equity, diversity, and inclusion (EDI) practices and principles are further woven into the very identity of the organization. Among a key number of responsibilities, the VP, People and Culture drives important conversations around organizational planning, design, and succession management; uses key indicators and metrics of organizational health and wellness to inform tangible, solutions-focused outcomes that centre human investment; and counsel and advise around advancing a workplace environment that's increasingly responsive to the health and wellness needs of a diverse employee and volunteer complement.

The individual most likely to realize success in the role brings senior management experience in advancing organizational wellness and inclusivity in the workplace. The VP, People and Culture must be a highly relationally-attuned, empathic leader who is both approachable and skilled at balancing strategic management with the more hands-on elements of the position, which requires a strong understanding of the factors that ignite human resilience, morale, and engagement among staff and volunteers; the capacity to create and hold space for anti-oppressive, anti-racism, and trauma-informed dialogue when managing complex employee relations; and expertise in developing systems that facilitate authentic and transparent organizational communication. A degree/diploma in a relevant field is sought (e.g. Labour Relations, Human Resources Management, etc.), or the equivalent combination of education, professional certification, professional work experience, and lived experiences of marginalization. A senior human resources certification (CHRP/CHRL/CHRE or equivalent) would be an asset.

Daily Bread Food Bank strives to foster a workplace that reflects the diversity of the community that it serves and welcomes applications from all qualified candidates. To ensure an applicant list that has greater representation from Black, Indigenous, and People of Colour, thereby reflecting Canada's diverse population, Daily Bread Food Bank is partnering with BIPOC Executive Search. All interested applicants are encouraged to apply; although Canadian citizens and permanent residents will be given priority. Interested applicants can send their résumé to Shirley Ley or Melissa Sumnauth by e-mailing msumnauth@bipocsearch.com or can apply through the BIPOC Executive Search mobile app.

Daily Bread Food Bank is also committed to developing an inclusive, barrier-free selection process and work environment. If contacted, please advise Shirley Ley at the e-mail address above if you require any accommodation measures to ensure you will be interviewed in a fair and equitable manner. Information received relating to accommodation requests will be treated with confidentiality.

The salary for the role of VP, People and Culture will be approximately \$110,000, depending on skills and experience, plus benefits package. We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.