

## JOB POSTING

### DIRECTOR, SYSTEM CHANGE (FULL-TIME)

#### WHO WE ARE

Founded in 1986, Prosper Canada is a national charity dedicated to expanding economic opportunity for Canadians living in poverty through program and policy innovation.

As Canada's leading champion of financial empowerment, we work with government, business, and community partners to develop and promote financial policies, programs and resources that transform lives and foster the prosperity of all Canadians.

Prosper Canada does not deliver services directly to people living on low incomes. Instead, we work with public, private and community sector partners to ensure quality financial empowerment (FE) supports (including effective policy and regulation) are available to all people living on a low income across Canada.

At Prosper Canada, we value being collaborative, human centred, and forward thinking. We recognize, accept, and celebrate our differences. We see power in diversity, equity, and inclusion, and believe we can help everyone thrive by being our boldest true selves. Diversity is at the core of what we do and who we support to build financial health. Our financial empowerment efforts focus on equity-seeking groups including those living on low incomes, Indigenous Peoples, members of racialized communities, and people living with disabilities.

We strive to create a culture where all feel valued, respected, and a true sense of belonging. We seek to bring diverse perspectives that represent the lived experience, needs and challenges of equity-seeking groups. Join us in supporting and empowering everyone in Canada to prosper.

#### THE OPPORTUNITY

Prosper Canada is seeking a strategic changemaker to lead our System Change department.

We have a long track record of driving policy and system change nationally and have built longstanding positive relationships with leaders in all sectors that enable us to foster alignment and action on key issues. With the decision to give greater priority to system change work, we are now investing in, and seeking, a senior leader to drive even greater impact. If you are passionate about tackling problems at their source, fostering equity and inclusion in Canada, and making a lasting difference, then this may be the job for you.

Our growing System Change Department is responsible for identifying and advancing “upstream” solutions, as well as innovations and effective practices, aimed at enhancing financial inclusion, financial consumer protection, and financial health for people with low incomes in Canada. Its work complements that of our Program Delivery and Integration Department, which focuses on developing and sustainably scaling effective financial help tools, resources, and services for people with low incomes.

The ideal candidate for this role has a track record of driving change at the system level to foster greater social and/or economic inclusion and wellbeing. You are boldly aspirational, entrepreneurial, evidence-driven, and skilled at collaboration. You have advanced policy research, analysis, development, and advocacy skills. You have also worked in more than one sector and understand the drivers and constraints of different sectors and how to leverage these to foster collaboration, build alignment and catalyse action. You are an effective written and oral communicator with experience writing for diverse audiences, engaging traditional media, and building a vibrant social media presence. As a senior leader, you welcome opportunities to shape organization-wide strategies, priorities and plans and actively contribute to their advancement. You are also an organized, adaptable, and empathetic manager who can lead, motivate, and support your teams to achieve their objectives, as well as guide and foster their professional development.

Reporting to our VP – Strategy and Impact, the successful candidate will lead the development and advancement of our system change strategy and initiatives. They will also engage and collaborate with senior community, government, financial sector, and foundation partners to advance our system change goals, involving our CEO and other senior organization leaders and working with other internal teams as appropriate.

The successful candidate will also directly manage our Policy and our Research & Evaluation Teams. The Policy Team supports our system change initiatives through secondary research and analysis; preparing briefs, submissions, and presentations; developing and advancing advocacy strategies; and engaging policy makers. The R&E team generates insights on the financial barriers and challenges experienced by people with low incomes, helps identify promising practices and effective solutions, and mobilizes this knowledge to eliminate barriers, foster innovation and continuously improve services.

As a member of our senior management team, the new Director - System Change will help shape and implement organizational strategies, priorities, and plans; foster a positive organizational culture built on diversity, equity, inclusion, and staff wellbeing; and actively participate in business development efforts to mobilize resources for our work.

## **COMPENSATION**

The salary range for this position is \$90,000 – \$110,000. Employee benefits include health and dental coverage, an Employee Assistance Program, an employer RRSP contribution, membership in the Common Good retirement savings plan, paid personal and sick days, 20 paid

vacation days, paid time off when we close the office from Christmas Eve through New Year's Day, and professional development opportunities.

## SUMMARY OF RESPONSIBILITIES

- Lead development, periodic updating and implementation of our system change strategy in collaboration with program team leads.
- Oversee our Policy Team and Research and Evaluation Team, managing staff development and performance, working with each team to develop annual objectives, key results, and related budgets, and report quarterly on your progress
- Lead an in-depth, collaborative, cross-sector, research and solution-development process on one priority system-change issue selected by the organization every 2 years
- With organizational input, identify and prioritize other secondary system-change issues we will address each year and how we will advance these
- With the support of the Policy Manager, and in consultation with program team and network partners, lead planning and implementation of policy research, analysis, development and advocacy on priority system-change issues
- Build relationships and collaborate with key stakeholders from all sectors to advance system-change goals and solutions. Stakeholders include:
  - Senior policymakers
  - Financial sector leaders (banks, credit unions, insurance, and wealth management)
  - Foundations
  - National nonprofits with shared goals and leading community FE organizations
  - Researchers and relevant technical experts.
- Lead development of submissions to government policy, regulatory and budget consultations, in collaboration with relevant internal teams, external partners and experts
- Work with Program, R&E, Policy and Marketing and Communications teams to:
  - Develop and implement evaluation plans for each of our 4 strategic pathways
  - Conduct primary and secondary research on priority issues
  - Generate and mobilize robust, evidence-informed insights and advice
  - Build public profile around our system change goals and solutions to foster stakeholder interest, engagement, and take-up
  - Write and place related stories, op eds, articles in national media, financial sector media, and policy publications
  - Plan and deliver knowledge mobilization events – e.g.; biennial ABLE Conference, research symposia, policy/research-related webinars.
- Work with our business development team to prepare proposals and engage prospective funders to raise funds for our system-change work
- As part of the Senior Management Team, help shape and advance organizational strategies, priorities, and plans and ensure organizational sustainability and staff wellbeing.

## EXPERIENCE AND COMPETENCIES

If you don't meet all of our requirements, but believe your skills and experience are applicable or transferable, we would love to hear from you!

### **Apply if you meet most of these requirements:**

- Graduate level education or comparable training in a related field. We're open to hearing how your background helps set you up to work with us.
- 6+ years of work experience in policy advocacy and/or system change roles related to social and/or economic inclusion
- Advanced policy research and analysis skills, able to design and plan the research and analysis needed, and support pieces as required
- Strong networker skilled at engaging and building positive relationships with stakeholders from all sectors
- Demonstrated ability to influence policy and/or regulation, with clear successes
- Track-record of success in driving cross-sector system change initiatives – facilitating alignment on common goals, collaboration, and action
- Prior experience working in other sectors (research, private sector, and/or government)
- Excellent oral communication skills, including speaking to media and delivering presentations, briefings, and advocacy/funding pitches in a succinct and compelling way
- Adept at using social media to build profile and engagement
- Demonstrated skill in preparing concise and compelling advocacy briefs, briefing notes and PowerPoint presentations
- Experience managing a team, supporting their professional development and success in meeting organizational goals, fostering continuous improvement and championing organizational change initiatives when needed
- Sensitivity to the diverse needs and challenges faced by people living with low incomes, including but not limited to newcomers, Indigenous Peoples, members of racialized communities, people living with disabilities, people of all gender expressions and sexual/romantic orientations, and those experiencing intersectionality
- An adaptive and entrepreneurial mindset, willing to try new things and comfortable working independently
- Fluent in French and English.

### **Prosper Canada also values/welcomes:**

- Experience and knowledge related to issues of poverty, economic inclusion, and financial empowerment
- Applicants from all racialized groups, including black, Indigenous, and people of colour
- Applicants of all gender expressions and sexual/romantic orientations, including queer, trans, non-binary, and people who identify as two-spirit
- Applicants experiencing intersectionality

- Your personal experience of living on a low income, being a newcomer, or living with a disability and the insights and perspectives this would bring to your work
- Your understanding of the concepts of institutional and structural racism and bias and their impact on underserved and under-represented communities.

We encourage candidates to tell us about themselves in their cover letters and to highlight how their lived experiences help them understand the needs and challenges faced by equity-seeking groups. We are committed to making accommodations for all candidates and staff with temporary or permanent disabilities.

## APPLICATION DETAILS

<b>Application deadline:</b>	Until filled
<b>Start date:</b>	As soon as available
<b>Job location:</b>	60 St. Clair Avenue E., Toronto ON or Ottawa (home office)

Currently, our staff are working from home with limited access to our office (up to 2 days per week, subject to appropriate health and safety measures) until pandemic conditions allow us to fully reopen the office. We value in-person connection but expect many staff will want to blend in-office and remote work going forward. We look forward to discussing hybrid options with potential candidates.

**Travel:** Ability to travel in Canada (10% of your time)

**How to apply:** Please email the following documents to [info@prospercanada.org](mailto:info@prospercanada.org) with subject line “Application for Director, System Change.”

- Cover letter
- Resume
- 2-3 sample policy advocacy products you authored – e.g., briefing note, presentation, policy brief, and/or policy research report.

We thank all applicants for their interest, however, only those selected for an interview will be contacted.

Interviews with candidates will be conducted virtually. If you require any accommodations to have a successful interview, please let us know.