



SOUTH VANCOUVER NEIGHBOURHOOD HOUSE

6470 Victoria Dr., Vancouver, BC V5P 3X7 ph: 604-324-6212 fax: 604-324-6116 website: www.southvan.org

Welcome Bienvenue Chào mừng Quý Vị ਜਮਾਇਆ ਨੂੰ Bienvenidos 환영합니다

Manager, Neighbourhood Equity and Representation

South Vancouver Neighbourhood House

(Internal/External Posting)

Posting period: May 12 - 28, 2021

South Vancouver Neighbourhood House (SVNH) is a community-based organization, located on the unceded territories of the Coast Salish people, that focuses on connecting people and strengthening the neighbourhoods in South Vancouver. Neighbourhood houses provide healthy places to live, work and play for residents of any age, from all walks of life. When you walk through the doors of SVNH, you find a unique and vibrant place where people can build their social connections by participating in wellness or cultural activities, or improve their personal capacity through volunteering, workshops, courses and employment counselling. The sense of belonging people develop at a neighbourhood house is enduring.

South Vancouver, comprised of three neighbourhoods – Killarney, Victoria-Fraserview, Sunset – is a diverse multicultural and multilingual area of Vancouver. South Vancouver is comprised of 80% visible minorities, 56% newcomers, and over 11% of the population with no English language knowledge. It is also an underserved area in Vancouver, in terms of social infrastructure and community assets. Transportation is limited and social isolation is a significant concern. Despite being comprised of the three distinct neighbourhoods, South Vancouver has been treated as a single neighbourhood, and has been resourced as such, even though the population of over 100,000 makes it larger in size than Nanaimo or Kamloops.

SVNH is seeking a **Manager, Neighbourhood Equity and Representation** to support the team at SVNH to engage with residents in underserved parts of the region in new and unique ways. This is a new position that is specifically to contribute to SVNH's 2020-2023 strategic plan, specifically priorities related to "reframing South Vancouver" and "connected neighbourhoods".

Key duties and responsibilities include:

- Working closely with SVNH leadership to increase neighbourhood-based place-making across South Vancouver;
- Building team capacity related to creating equity and improved representation within and across South Vancouver; helping SVNH shift our current practices to ensure greater engagement and participation from under-represented groups
- Providing guidance and advice to staff on how to increase inclusivity with under-served groups including Indigenous, LGBTQ2SI+, differently abled, etc.
- Using a systems change lens to increase engagement and participation of equity-seeking community residents across South Vancouver;
- Project management related to helping SVNH to review, analyze, improve & address the community's needs;
- Supporting team members to carry out mapping and engagement activities to identify unique neighbourhoods across South Vancouver;
- Establishing strategies for engagement in identified neighbourhoods across South Vancouver;

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- Designing outcome and evaluation measurement tools to ensure effective evaluation of “Reframing South Vancouver” project;
- Overseeing the overall human resources and financial aspects of the neighbourhood equity and representation team;
- Overseeing multiple program budgets, and overseeing program expenditures;
- Building and maintaining internal and external networks to foster networking, collaboration, and mutual programming;
- Developing and designing a variety of new initiatives to meet SVNH strategic goals of “Reframing South Vancouver” and “Connected Neighbourhoods”;
- Identifying funding sources, and writing proposals and grants;
- Supporting SVNH’s overall fundraising activities and assisting in the implementation of House special events; and,
- Contributing to broader management responsibilities for the House as a whole.

Qualifications:

- Degree in social services, counselling, nonprofit management or other related field; or a combination of relevant training and experience;
- Three to five years’ experience in community engagement;
- Comfort and experience working from systems change approaches;
- Familiarity and experience with internal and external change management;
- Oral and written capacity/fluency in one of the languages most commonly spoken across South Vancouver (Mandarin, Cantonese, Punjabi, Tagalog, etc.);
- Solid understanding of anti-racism, Indigenous rights, and anti-oppression principles;
- Proven ability to manage multiple and complex programs in a non-profit setting and contribute to leadership / management team;
- Knowledge of community development principles as applied to program planning, development, and implementation;
- Strong organizational, leadership and communication skills, and, demonstrated ability to make sound judgments and decisions;
- Demonstrated ability to manage multiple budgets;
- Experience in generating funding for programs, including: writing grants, proposals, identifying sponsors, and /or generating fee-for-service programs;
- Demonstrated ability to design, develop and support culturally competent programming;
- Experience working with other service providers in an integrated service model.
- Strong computer knowledge and experience including Windows and Excel;
- Adequate English writing skills and ability to produce anecdotal and statistical reports;
- Experience in evaluating programs, and knowledge of outcomes measurement / logic models is preferred;
- Excellent interpersonal and communication skills including written and verbal.
- Ability to work independently and as a team member;
- Ability to respect and work with a diverse range of employees, clients and community members including children, and families of all races, religions, cultures, sexual orientations, abilities and economic levels.



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This is a regular part-time position; starting at 21 hours per week with possibility of additional hours pending funding applications; this position is for a fixed three-year period; salary commensurate with experience with a starting range between \$30.29-\$32.02 per hour plus benefits.

For more information about South Vancouver Neighbourhood House, please visit www.southvan.org.

The Association of Neighbourhood Houses of BC is an equal opportunity employer. We place a high value on diversity and encourage qualified individuals from all backgrounds and identities to consider applying for the position. Our total compensation and benefits package reflects our commitment to our staff and their family. All qualified individuals are encouraged to apply by email with subject line "Manager, Neighbourhood Equity and Representation" by noon on Friday May 28th, 2021, in confidence, to:

Zahra Esmail, Executive Director, SVNH
6470 Victoria Drive, Vancouver, BC V5P 3X7
Email: zahra.esmail@southvan.org

To help us track our recruitment effort, please indicate in your cover letter where you found this posting. We thank and acknowledge all applicants and will proactively contact those selected for interviews.

Please note that at criminal record check must be successfully cleared.

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South Vancouver Neighbourhood House is located on the unceded, occupied, ancestral and traditional homelands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish) and Səlilwətaʔ/Selilwitulh (Tsleil-Waututh) Nations.

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