



Sexual Assault and Violence Intervention Services (SAVIS of Halton) offers free and confidential 24/7, one-on-one crisis counselling services, with no judgment, just support. Services can be short- or long-term in nature and are open to female-identified, male-identified and transgender people aged 12 and over who are survivors of sexual violence, including human trafficking and childhood sexual abuse. SAVIS does not discriminate when it comes to race, colour, disability, age or national origin. SAVIS advocates against sexual and gender-based violence in the community at large and promotes prevention through community education.

The Opportunity:

We are searching for an **Executive Director** who will lead the overall people and operations management at SAVIS. As the new ED, you will leverage your team leadership skills to engage staff and volunteers in providing a high standard of service to the clients while building strong relationships with the community.

Reporting to the Board of Directors, this role is an ideal opportunity for an outgoing, talented, strategic leader who will carry out SAVIS' mission, inject fresh insight and perspective into the organization and continue building on its impressive accomplishments.

Specific Responsibilities:

Lead

- Set and implement strategic plan goals throughout SAVIS.
- Hire, coach, and develop a team of dedicated employees and volunteers who provide consistently high standards of service
- Be the local Program Lead relating to Anti Human Trafficking in the strategic planning, coordination and integration of services with partner agencies



Manage

- Effectively manage all day to day operations and fiscal resources.

Engage

- Build relationships and welcome feedback for goal achievement and continuous improvement from employees, contract staff, volunteers, funders and community stakeholders.

Comply

- Consistently implement and monitor policies and procedures as required by the Board and the funders.

Achieve

- Meet or exceed established targets for employee and volunteer engagement, client service delivery, internal/external reports, grant fulfillment, and revenue targets.

Cultivate

- Enhance the level of advocacy for victims of sexual violence, and be an expert contributor in the public debate concerning issues that affect victims of sexual and gender-based violence, including childhood sexual abuse and human trafficking.
- Build strong relationships and consistent advocacy among community members, volunteers, funders, government Ministries and community stakeholders.

Qualifications:

- University degree in a relevant field or education/experience that would be considered equivalent
- Seasoned, 10+ years of management experience in non-profit organizations with a minimum of (5) years of team management experience, preferably in a not-for-profit organization
- Recent and deep knowledge of the not for profit sector, integrating anti-racist / anti-oppressive feminist thinking in execution of management and service delivery



- Strategic thinking and good at making decisions with an understanding of how they impact the big picture
- Strong strategic fiscal management, oversight, reporting and budgeting skills
- Ability to maintain relationships with external stakeholders and funders
- Good understanding of the operational and back-office systems and infrastructure of a non-profit (HR, Finance, IT, etc.)
- Experience working with Boards of Directors
- Must provide a complete and current (within six months) Vulnerable Sector Check (including a Criminal Background Check) or be willing to obtain one.

SAVIS believes in a workplace culture of inclusion that is welcoming, respectful, free from harassment and safe for all staff and as such has a workplace accommodation policy in place. Accommodations are available in accordance with the Human Rights Code and the Accessibility for Ontarians with Disabilities Act, upon request, for the interview process and other selection stages for job applicants with accessibility needs.

SAVIS believes in eliminating barriers and promoting the inclusion of equity groups and operates from an intersectional feminist, anti-racist, anti-oppression framework. We encourage applications from members of equity-seeking groups that include but may not be limited to Indigenous persons, racialized people, gender diverse people, 2SLGBTQIA+ people, and people with disabilities.

We would like to thank all applicants but regret that we are only able to personally contact those individuals whose backgrounds best match the requirements for the role.

To learn more about SAVIS, visit www.savisofhalton.org.

All qualified candidates are encouraged to apply and express their interest to:

Janice Detta Colli, Founder & CEO, Board Flight Paths & Career Flight Paths
janice@boardflightpaths.com.