



Roots of Empathy – Central and Western Canada Provincial Lead

Who are we?

Roots of Empathy is an internationally acclaimed and award-winning children's charity, founded in 1996 by Founder/President, Mary Gordon; social entrepreneur, educator, parenting expert, child advocate and best-selling author. The organization and its Founder have received prestigious international and national awards for innovation, including the Governor General's Award for Social Innovation.

Roots of Empathy has received acknowledgements and awards recognizing our successes, most notably by HundrED, a global education non-profit based in Finland which, for the sixth consecutive year, selected Roots of Empathy as one of the top global impactful and scalable innovations in education. In fall 2022, we met even more challenging criteria from HundrED including demonstrating growth of impact and scalability over the last 5 years and showing evidence of being responsive to the current needs of education worldwide. As a result, we were honoured to be inducted as a permanent member of the [HundrED Hall of Fame](#).

Roots of Empathy develops empathy in children today so they can build the world that they deserve. We have reached over 1.2 million children globally with our elementary school-based programs and we have 2 decades of independent research to prove impact. Our flagship program, Roots of Empathy reduces violence, aggression, and bullying and increases pro-social behavior, while promoting resilience, well-being, and positive mental health in children. The organization also delivers a sister program to Roots of Empathy, called Seeds of Empathy, which is delivered to young children in child care centers in Canada, US, and UK.

Our mission is *to build caring, peaceful, and civil societies through the development of empathy in children and adults*. Our vision is *to change the world, child by child*. Headquartered in Toronto, Canada, the organization delivers its programs in all ten Canadian provinces and on three continents in multiple languages.

Roots of Empathy is committed to the principles of equity, diversity, and inclusion in all aspects of our organization. We believe we are stronger when we not only celebrate our many differences, values, and voices, but also include them in practice. This means our organization will actively work to understand and remove barriers to equity and inclusion, be they systematic, physical, or otherwise for all employees including our Board of Directors.

Roots of Empathy is an equal opportunity employer and is fully compliant with the Accessibility for Ontarians with Disabilities Act (AODA).



The Opportunity

We are currently looking for an experienced, outgoing individual to strategically lead and be hands-on in the management and growth of Roots of Empathy and Seeds of Empathy footprint in Central and Western Canada (Ontario, Manitoba and Saskatchewan, Alberta and British Columbia). The Central and Western Canada Provincial Lead will be responsible for continuing and growing existing relationships with donors and school districts. Additionally, to establish and nurture new relationships with both funders (governments, foundations, corporations) and community stakeholders. S/he will lead the development and submission of funding proposals and reports in tandem with the COO. Working from our Toronto office, s/he will report to the Founder/President/Chief Executive Officer (CEO) and will provide leadership and strategic direction to Provincial Managers (PM). The role is responsible for ensuring the healthy development of Roots of Empathy and Seeds of Empathy in Central and Western Canada. This is a full time position with flexible hours.

Duties and Responsibilities

Stakeholder relationship management

- Identify opportunities for engaging new stakeholders and developing new strategic partnerships
- Working with the Founder/President/CEO to build and maintain strategic relationships with government funders, school boards, partnering organisations, meeting with them and giving presentations
- Establish and maintain partnerships with child and family welfare organizations/agencies including those serving vulnerable groups (Indigenous, military and refugee, immigrant and children living in poverty)
- Establish a system for keeping in touch with existing and new stakeholders

Government grant proposal development and reporting

- Identify and prioritize federal, provincial and municipal government funding opportunities for Roots of Empathy in relation to its strategic and financial plans.
- Inform the grant proposal and reporting processes and partner with key internal stakeholders to submit government funding proposals, mandatory reporting and progress evaluations on time.
- Work closely with external stakeholders, including senior public servants, elected officials and their staff to review and negotiate contractual requirements related to public funding.
- Submit timely reports to Provincial Governments in collaboration with the Provincial Manager and COO

Strategy and program development

- Lead the development and implementation of the Roots of Empathy and Seeds of Empathy growth strategy for Central and Western Canada (Ontario, Manitoba, Saskatchewan, Alberta and British Columbia)





- Support Provincial Managers during training season
- Track and report government trends as related to circumstances and themes of delivering Roots of Empathy and Seeds of Empathy
- Collaborate with the Director of Finance and Administration with budgeting as required
- Draft briefing notes on a range of topics as required by the Founder/President/CEO
- Participate in relevant community based discussions that build the organization and its mission

People and program management

- Provide management oversight to Provincial Managers (PM) and coordinators and other provincial staff providing direction and feedback
- Work with Provincial Managers to develop yearly work plans and ensure implementation of programs to meet the deliverables of our funding agreements

Qualifications

- University degree or equivalent experience
- A minimum of 5 years' related work experience in a not for profit organization
- Ability to work closely with senior government officials and their staff
- Demonstrated experience in project management, strategic planning and budgeting
- Ability to link Roots of Empathy programming to the mandates and objectives of potential funders
- Outstanding writing, research, presentation and oral communication skills
- Excellent, interpersonal and organizational skills including proven relationship building aptitudes with internal and external stakeholders
- Ability to coach and manage staff (experience managing staff remotely is an asset)
- Demonstrated ability to prioritize competing demands and meet pressing deadlines
- Knowledge of and experience in Indigenous values, and experience working with Indigenous groups is a benefit
- Strong working knowledge of Microsoft Office word processing, spreadsheet, and presentation applications
- Commitment to the principles of equity, diversity and inclusion with proven ability to deal effectively with a diverse population
- Understanding of regional differences in Canada is an asset
- Willingness to travel within Canada as needed
- Ability to work in French is an asset

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Only applications with cover letter and resume sent to itrajkovska@rootsofempathy.org will be taken into consideration. **Due date for applications is by 4pm EST on July 28, 2023.**

