



engineers without borders
ingénieurs sans frontières
Canada

Director of Canadian Programs: Exceptional leader sought to double Engineers Without Borders Canadian program impact

Engineers Without Borders Canada is looking for someone to play a senior management role leading our Canadian Programs team.

EWB's work

The challenge: With our great wealth, 400 million people in Sub-Saharan Africa still live on less than \$1.25/day.

We can do better. **Charity alone is not the answer.** Engineers Without Borders Canada is a movement of engineers who are driven to tackle the root causes of extreme poverty. We seek practical, long-term solutions that will extend a world of opportunity and prosperity to the next generation of Africans.

In Africa, EWB works with roughly 20 organisations serving over 2.5 million farmers and community members. We focus in rural areas, where 70% of the world's poor are located, and in key sectors – agriculture, water and sanitation, and access to basic infrastructure. We have sent over 500 Canadian volunteers to help our partner organisations improve their project management, leadership development, user-focus and information management to better serve their constituents. We work with them to prototype, pilot and scale their most promising ideas and innovations.

In Canada, our goal is a new relationship between Canadians and Africans, one based on creating opportunity rather than giving charity. We have a portfolio of initiatives to engage engineers and citizens in new ways to contribute as global citizens. We also act as advocates for our government's return to a position of international leadership.

The role

We have one of the strongest grassroots development networks across Canada and leverage this to run programs in three areas:

- **Advocating** for changes to Canada's aid practices to make them more flexible, effective and accountable to the people they are seeking to support.
- Running cutting edge **outreach and engagement** programs
- Driving the spread of **globally responsible engineers.**

EWB has a strong brand and good reputation in Canada. We have a track record of attracting and building talented young social leaders. We've been leading players in a number of campaigns: MPH, Live8, untying bilateral aid, Bill C-293, and fair trade and reach 100,000 Canadians each year. We've built a large cross-Canada network of EWBers unmatched in its reach – at Universities and in workplaces – and depth of involvement.

Our success in the next 3-5 years will be measured by our ability to leverage these tremendous assets. We have bold ambitions that will require visionary and energetic leadership:

- We would like to triple the number of people/volunteers actively involved in leading initiatives for EWB (from roughly 600 to 2000 leaders);
- Be the leading voice in Canada for government aid effectiveness and African development;

- directly engage enough Canadians in a way that will change the “political economy” of Canada toward supporting smart development as a valued part of our foreign policy;
- Develop creative methods and partnerships that will increase by an order of magnitude the number and scale of supportive Canada-Africa relationships that create opportunities for Africans (e.g. Fair Trade, increased FDI, tourism, etc.); and
- Transform the Canadian engineering profession into one that defines itself as serving a global society, and incorporates the actions that match the rhetoric.

EWB’s Team – What makes us unique?

EWB has a unique and high-performing team working environment. We have 26 staff members working out of our Toronto-based National Office, some who are posted in Sub-Saharan Africa for most of the year. Our office culture is one of passion, entrepreneurship, pragmatism, thoughtfulness, dedication and hard work ([see our values and beliefs](#)). We have a strong commitment to excellence and achieving results.

Our leaders, staff, and volunteers are generally young; this manifests in our dynamic and positive outlook, and willingness to work 60 hours per week when necessary.

We blend a passion to change the world with private sector pragmatism. For those coming from the development sector, this is your chance to break free of the constraints so many organisations face. We commit to:

- **Freedom to dream.** The world needs people who dream big. EWB is that space for you. Fundraising never drives operational decisions. We don’t “follow the money” – program/strategy conception and design always comes first. Nobody will ever hold back your ambition to achieve more.
- **Freedom to grow.** We ask all staff to take on challenging roles that help them learn through doing. The people you work with will give you honest feedback in an effort to help you grow and to get better results. They will seek the same from you.
- **Freedom to act.** You will have control over your work, mandate, and have the freedom to make decisions at tactical, operational and strategic levels. When you want to make things happen, you will. The organizational is flat and you will have access to anyone in any position, and in turn they have access to you.
- **Freedom to think.** Social change is hard to bring about. You’ll have the chance to think through the complexity of systemic change and work through solving some of the tough strategic, tactical and operational challenges out there.

The candidate

We have a number of young staff who are high will and high skill, but low on experience. The scope of what we are trying to accomplish necessitates a strong manager.

We are looking for a candidate who will:

- Provide visionary leadership for our Canadian programs, working closely with staff and senior management to define the scope of and priorities for our programs, develop 3-5 year strategies, and create 12-24 month plans.
- Provide day-to-day management (immediately) for 4-6 staff members, with an additional 4-7 staff who are managed by these individuals. These staff lead our work with roughly 100 core leaders/EWBers across Canada.
- Be able to double the size and scope of our programs in Canada in the next 18 months.

- Be able to lead EWB's transition to a "distributed organisation" that would balance the ownership of smaller initiatives with the collective will of a larger entity.
- Attract top-performing staff members to want to work with you.

In order to be successful, our ideal candidate would have skills and experiences in most of the areas outlined below:

- Past experience in a leader/entrepreneurial role. You have identified an issue, diagnosed its cause, designed and developed a program to address those causes, rallied resources, and seen it through.
- The ability to analyse and structure issues at multiple levels. You can understand and create overall visions and strategies; help staff think through their theories of change; provide support for tactical decisions on particular programs; and help staff create workplans on a month-to-month level.
- Demonstrated ability to learn new areas and master new skills quickly. You are committed to personal growth and have a willingness to operate at the edge of your "comfort zone" of skills and knowledge.
- A personal "theory of change" about how a particular social change happens at individual, organisational and systemic levels that is sophisticated and can be articulated. You have identified and tested hypotheses to refine this theory.
- An ability to energise and rally people around a cause and set of initiatives in the short term, but more importantly, also in the longer term.
- A proven ability as a skilled manager, especially strong with individual skill assessment and building a job to compliment that; coaching; designing and running team processes to maximize effectiveness without infringing on entrepreneurship.

Location:

Our office is in downtown Toronto.

Compensation:

We will negotiate a salary to be able to incorporate people with diverse circumstances and senior management experience. However, EWB focuses more on giving people great opportunities to lead and our compensation is needs based not market based.

Each employee has a significant professional development fund available to them and many opportunities for professional growth. A health/dental benefit package with 3-4 weeks of vacation each year is standard.

Timing and Process:

This is a unique senior management position, and we are spending considerable effort in finding the right fit. Ideally the individual start in the first half of 2010, but we will privilege the right candidate and are open to adapting to their circumstances.

We will be actively seeking candidates in June and beginning interviews as candidates emerge.

Applications will close July 1st.

If you are interested in this position, please forward a detailed letter of interest (preferably with some thoughts on the above role, and some example of how your past experience could fit) along with your CV to genevievemacintyre@ewb.ca.