

Senior Manager, People Engagement
2 Year Full Time Contract with potential to extend
Located in: Alert Bay, British Columbia

Musgamagw Dzawada'nuxw territory, where a vision of cultural revitalization is becoming a reality. The vision is of a place where Kwak'wala, a language on the brink of extinction, will once again be spoken immersively; a place where cultural revitalization underpins economic and social well-being. The place is Nawalakw. Nawalakw means supernatural in Kwak'wala, the language that has been spoken in the Kwakwaka'wakw Territory in the southern Great Bear Rainforest for thousands of years.

We have a new, transformational, and exciting opportunity for someone who enjoys building relationships, establishing connections, and is driven by bringing people & teams together. Someone who values and wants to contribute to ground-breaking Indigenous placed based community work that supports land stewardship, sustainable livelihoods, leadership, and culture.

We are looking for a 'builder', a new team member who will lead the Nawalakw team, investing in people to build capacity, support and enhance employee wellness as well the position will lead the development of a transitional roadmap for Nawalakw to become an independent charity. The ideal person is someone who can lead by example, someone who naturally nurtures and cultivates caring and wellness among people they connect with.

Nawalakw is a project on MakeWay's Shared Platform. MakeWay is a leading national charity that enables community-led transformation for a healthy environment, social equity, and economic prosperity for all Canadians. Our Shared Platform is home to over seventy projects working on community-led solutions that further our mission.

What You'll Do:

People Development and Well-being (40%)

- Design and implement a talent management model including recruitment, people development, and succession planning
- Support others in Nawalakw by assessing resource needs as Nawalakw continues to grow and develop
- Provide leadership on human resource policies, procedures, and programs which include: compensation and benefits, health and safety, employee well-being, appreciation and growth, working in partnership with the People, Engagement and Learning team at MakeWay
- Ensure the development and analysis of personnel data regarding benefit costs, compensation, turnover, promotions etc. to inform learning, future organizational needs, new policies, and best practices
- Provide strategic employee relations advice as needed tailored to employees who are working across Nawalakw

**Facilitative Leadership (20%)**

- Support managers and employees in developing and applying facilitative leadership skills including project implementation, change and innovation and conflict management in a complex organizational context
- Enable generative, participatory discussions, creative thinking, and other idea-generation and reflection processes
- Provide oversight and support to the Office Manager and other identified team members
- Act as a liaison between MWF and NCP on programmatic and employee activities
- Participate in decision making, planning and learning to enable Nawalakw to achieve its mission
- Model and activate the values that Nawalakw upholds: gratitude, unity, culture, accountability

Prepare Nawalakw for independence (30%)

- Lead a collaborative process between MakeWay and Nawalakw to develop a roadmap towards NCP becoming an independent Charitable Organization
- Identify areas where resources are required to achieve independence (human, operational, financial)
- Develop a timeline with milestones, roles, and responsibilities towards the transition of Nawalakw into its own charitable organization

Other Responsibilities (10%)

- Work to develop and implement improvements to NCP's systems and processes

We don't expect anyone to be able to do all these things right away. We are looking for an individual who shares the values and wants to contribute and learn in a supportive way.

Who You Are:

- People person: You're a natural relationship builder who can establish connections in communities and build trusting partnerships
- Adaptable: You can juggle priorities and deliver on multiple assignments while maintaining effectiveness and efficiency
- A great communicator: You can translate complex information into clear and simple language. You are helpful and friendly on the phone, in virtual/in person meetings and in your emails
- Analytical: You have an attention to detail paired with analytical and problem-solving abilities. You are practiced at digesting information, assessing importance and risks, and making clear and timely decisions
- Tech-savvy: You have strong computer skills
- Team oriented collaborator: You are self-motivated and comfortable working in-person and virtually with colleagues

Experience You Bring:

- Experience in a Human Resources/People Engagement role (CPHR designation is an asset, but not a requirement)
- Understanding and appreciation of Indigenous history and aspirations
- Familiarity with Indigenous-led stewardship approaches
- Experience in the charitable/non-profit sector
- Experience working in complex and fast paced environments
- Strong analytical and communication skills



- Some general financial oversight skills
- Strong computer skills with proficiency in Microsoft Office applications

What We Offer:

- The opportunity to contribute to Indigenous-led impact and be part of the Nawalakw movement
- Salary of \$90-95K (dependent on the experience you bring)
- Competitive benefits package including health, dental, and an annual RRSP contribution
- Three weeks' vacation
- Flexible work environment
- A diverse and engaging work environment
- Committed colleagues and a fun team environment
- High level of responsibility and autonomy
- Opportunities and support for professional learning and growth

How to Apply:

Please send a cover letter and resume to careers@makeway.org with "Application for Senior Manager, People Engagement" in the subject line by September 6, 2022. In your cover letter please share what makes you an ideal fit for this position and why you want to join the team.

The Senior Manager will need to be based in Alert Bay.

Preference will be given to Indigenous candidates.

For more information about Nawalakw and MakeWay, please visit:

<https://nawalakw.com/>

<http://makeway.org/approach/shared-platform/>

***As Nawalakw is on MakeWay's Shared Platform,
the selected candidate will be an employee of MakeWay.***

***MakeWay is strongly committed to creating a diverse workplace environment and we welcome and encourage applications from the communities we serve.
We are proud to be an equal opportunity employer.***

MakeWay will provide accommodation during all steps of the hiring process, upon request, to applicants with disabilities. Please advise us if you need any accommodation.

Our sincere appreciation to all those expressing interest in the position, however, only those applicants invited for an interview will be contacted. Thank you for your interest!

We will accept applications until the position is filled. No phone calls or recruiters please