



Strides Toronto

Director, Human Resources

Strides Toronto seeks a collaborative and visionary leader to drive its human resources strategy and contribute to a positive impact on children, youth and their families. If you share a passion for people, culture and making a difference in your community, consider lending your expertise and skills to this dynamic role.

ABOUT STRIDES TORONTO

Located in east Toronto, Strides Toronto is a multi-service agency and Lead Agency, providing a wide range of exceptional programs and services that improve the mental, social and physical health of infants, children and youth from the pre-natal stage to age 29, and their families. With a range of community, residential and treatment services, Strides Toronto builds strength and resilience through equitable, accessible, client-driven services, system leadership and advocacy.

Strides Toronto is accredited by the Canadian Centre for Accreditation and provides individual, group and family interventions that include mental health counselling, autism services, education, outreach and referral, early intervention, day treatment and community support. In its Lead Agency role, Strides Toronto collaborates with 23 publicly funded infant, child and youth mental health Core Service Providers to design and implement system-level improvements that promote access, responsive service delivery and experience, and positive mental health outcomes for young people and families across Toronto's diverse communities.

THE OPPORTUNITY

Reporting to the Vice President Corporate Services, the Director, Human Resources is a key member of the senior management team, responsible for developing, implementing and overseeing human resources strategies that align with and support the organization's vision and mission. With accountability for leading Strides Toronto's labour relations, health and safety, payroll and benefits, and organizational development, the Director leads an engaged team of 7 via 3 direct reports and plays an important role in fostering a supportive and inclusive work culture that promotes growth, collaboration and effective organizational, team and individual performance. This includes collaborating with management to develop and implement initiatives to enhance employee engagement, well-being and satisfaction, contributing to Strides Toronto's recognition as an employer of choice.

The Director will contribute to the strategic planning and execution of HR initiatives, creating a culture of learning, accountability and continuous quality improvement across Strides Toronto, ensuring that programs are effective, efficient and continually evolving based on data, feedback from clients and research.

ABOUT YOU

As the ideal candidate, you are an outstanding communicator and relationship builder with 10+ years' progressive human resources leadership experience within a health or social service setting, including in a unionized environment. With a collaborative approach and an inclusion, diversity, equity, and accessibility (IDEA) lens, you bring a depth of experience in labour relations. The role includes responsibility for human resources strategy development and relationship building. You are an adaptive, strategic and values-driven leader with strong facilitation, negotiation, conflict resolution and consensus-building skills. You possess a bachelor's degree in human resources management, business or a related discipline, along with a professional HR designation (e.g. CHRP, CHRL) and are driven to deliver on a mission of community service.

This position operates in a hybrid work environment, with remote and in person service on a scheduled and as needed basis.

The target hiring salary range for this role is \$118,000 to \$134,000, with an attractive benefits package.

Applications will be accepted until the position is filled.

PURSUIT ADVISORY PARTNERS CONTACT

To apply for the position, please email your resume to: StridesDirectorHR@pursuitadvisory.com

Suzanne Clark, Co-Founder
sclark@pursuitadvisory.com

Joe Parker, Co-Founder
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Strides Toronto is an equal opportunity employer. We benefit from diversity of lived experiences in the workplace and encourage applications from qualified candidates who reflect the diversity of the communities we serve. Strides Toronto is a participant in the Government of Canada's 50-30 Challenge, a program which challenges organizations to improve access for women and/or non-binary people and other equity-deserving groups, including those identifying as: racialized, Black, and/or people of colour, people with disabilities (including invisible and episodic disabilities), 2SLGBTQ+ and/or gender and sexually diverse individuals, and Aboriginal and/or Indigenous Peoples to increase the representation and inclusion of diverse groups within their workplace.

Please let us know if you require accommodation during any aspect of the recruitment process and we will work with you to address your needs.