

**Executive Director
John Howard Society of Brandon
Permanent Full-Time (Six-Month Probationary Period)**

The John Howard Society of Brandon (JHSB) is seeking a strategic, values-driven Executive Director (ED) to provide long-term leadership to the organization beginning Spring 2026. This is a permanent full-time position, subject to a six-month probationary period.

About the Organization

The John Howard Society of Brandon is a community-based not-for-profit organization dedicated to supporting justice-involved and equity-deserving clients through restorative justice, mediation, community-based programming, food security initiatives, and transitional housing. JHSB works in close partnership with government departments, corrections, and community agencies to promote accountability, healing, and safer communities.

Current organizational priorities include:

- Restorative Justice contracts and multi-year funding negotiations with Manitoba Justice
- Community programming (anger management, healthy relationships, youth services, outreach)
- Civil mediation services
- Supports delivered through Brandon Community Counselling, Men's Resource Centre, CrossRoads, and services connected to Brandon Correctional Centre
- Community Mobilization Westman coordination
- Food Rescue Grocery Store and Hill Farm development
- Transitional housing operations, compliance, and growth
- Emerging partnerships with Manitoba Corrections and Correctional Service Canada

Position Overview

Reporting directly to the Board of Directors, the Executive Director provides overall organizational leadership, including strategic direction, operational oversight, staff leadership, financial stewardship, partnership development, and risk management. The Executive Director is responsible for ensuring the sustainability, effectiveness, and integrity of the organization while advancing its mission and strengthening its impact in the community.

Key Responsibilities

1. Leadership and Governance

- Provide strategic leadership aligned with JHSB's mission, vision, and values
- Support and advise the Board of Directors; attend and contribute to Board and committee meetings
- Translate Board direction into operational plans and measurable outcomes

- Align staffing, programming, and resources with current contracts and emerging opportunities

2. Programs and Operations

- Oversee restorative justice, mediation, and community-based programming
- Ensure quality service delivery across counselling, outreach, resource, and housing supports
- Provide oversight of transitional housing operations and compliance requirements
- Monitor Food Rescue Grocery Store and Hill Farm initiatives, including operational risks and sustainability

3. Staff Leadership and Organizational Culture

- Supervise and support approximately 30 staff
- Address performance and personnel matters professionally, ethically, and in a timely manner
- Foster a respectful, trauma-informed, and collaborative workplace culture
- Support professional development and succession planning

4. Partnerships and Funding

- Maintain and strengthen relationships with government partners, Correctional Service Canada, Manitoba Corrections, and community stakeholders
- Lead or support contract negotiations, funding proposals, and reporting obligations
- Represent JHSB in external meetings, collaborative initiatives, and public forums
- Identify opportunities for sustainable funding and program growth

5. Financial Oversight and Risk Management

- Work closely with the Treasurer and financial professionals to oversee budgeting, audits, and financial compliance
- Monitor organizational risks and recommend mitigation strategies
- Ensure compliance with regulatory, contractual, and reporting requirements
- Support transparent and accountable financial practices

Qualifications

Required

- Post-secondary education in a related field (e.g., social services, justice, public administration, nonprofit management) or equivalent combination of education and experience
- Progressive leadership experience in nonprofit, justice, housing, or social service sectors
- Demonstrated experience managing government contracts and reporting requirements
- Strong relationship-building, negotiation, and communication skills
- Experience in staff supervision, human resources, and financial oversight
- Knowledge and understanding of Indigenous histories, perspectives, and the ongoing impacts of colonization in Canada

Assets

- Knowledge of restorative justice and trauma-informed practice
- Experience in housing operations or capital projects
- Familiarity with food security initiatives or social enterprise models
- Understanding of the justice system and the needs of justice-involved populations in Manitoba
- Prior nonprofit Executive Director experience

Employment Details

- **Position Type:** Permanent, Full-Time
- **Probationary Period:** Six months
- **Location:** Brandon, Manitoba (on-site leadership required)
- **Compensation:** \$105,000-125,000, plus benefits. Salary commensurate with experience and organizational framework

How to Apply

Please submit a single PDF that includes:

- A cover letter outlining your interest and relevant leadership experience
- A current résumé
- Three professional references (including at least one direct supervisor)

Email: President@brandonjohnhoward.ca

Subject Line: Executive Director Competition

Deadline: Applications will be reviewed as received and accepted until the position is filled.