

Director of Systems Change

People for Education

July 2024

People for Education is searching for someone to lead an exciting new phase in the organization's work.

The organization

For more than 25 years, People for Education has conducted research and advocacy focused on public education policy, grounded by a core belief that public education is the foundation of a strong, democratic, and equitable society.

We also believe that our public education systems could be key drivers of change in Canada and play an integral role in supporting the country to meet its social, economic, and sustainability goals. But to establish public education as the upstream solution Canada needs, we need to work across sectors, across generations, and across the country.

To accomplish this, People for Education has launched a new initiative – The Education Promise – to bring together leaders and youth from diverse sectors including health, environment, democracy, economy, human rights, industry, business and labour, and education to collectively create a Pan-Canadian Education Strategy. The Strategy will deliver a full set of agreed-upon recommendations for policy change that target all levels of governments, and that are measurable, attainable and results-oriented. The work will be underpinned by evidence and data, and a newly created Annual Canadian School Survey.

The role

The Director of Systems Change will lead this work. This is a new role at People for Education.

Reporting to People for Education's Executive Director, the successful candidate will lead a small team with expertise and experience in policy and research, along with a Pan-Canadian Advisory Committee, to build and execute this action plan for change.

The Director of Systems Change will have the skills it takes to translate ideas generated by leaders from across generations and across sectors into policy change. The new Director will bring highly developed skills in strategic communications, government and public relations, policy development, and stakeholder engagement.

The ideal candidate for this role is passionate about the potential in our public institutions and is skilled at building partnerships, convening disparate groups, and leveraging evidence-based social policy for meaningful change.

This is a full-time position located in Toronto, Ontario. It may involve some travel and will involve working remotely with regular in-person meetings.

Responsibilities

Developing and mobilizing policy ideas: Lead the Education Promise Team – including a small staff, consultants, and partners at Laurier University – to build and execute a strategy to support intersectoral systems change.

- Develop, oversee, and advance the Pan-Canadian Education Strategy, contributing to a policy advocacy approach grounded in cross-sector efficacy, and equity and inclusion.
- Represent People for Education at external tables, engaging policymakers, community leaders and researchers, and finding opportunities for collaboration.
- Oversee the development of submissions to government policy, regulatory, and budget consultations, in collaboration with key partners.
- Identify and act on opportunities to shape policy and political conversations and decisions, acting as a strategist and champion for good ideas.
- Create opportunities for knowledge exchange across partner organizations and thought leaders working in a range of public policy areas.
- Convene leaders, researchers and supporters to develop effective collaborative initiatives.

Advocacy, communications, and government relations: The Director of Systems Change will build strong relationships and advocacy capacity across sectors to be an impactful voice with decision-makers at all levels of government.

- Develop and maintain a network of strong working relationships with a range of public servants, political actors, researchers, and civil society and community leaders to advance the advocacy strategy of People for Education's work.
- Represent People for Education in key policy conversations and support other network members for meetings with policymakers.
- Lead the creation of engaging, persuasive policy and communications materials for a wide range of audiences, and act as a spokesperson in the media to advance the work.
- Support outreach and relationships with current and potential funders.

Experience and Competencies

Applicant should have the following:

- A graduate level degree in a related field (e.g., public policy, economics, political science, education, public health) or equivalent professional experience.
- At least five years' experience at a senior level in a related field.
- Demonstrated capacity to provide strategic oversight to a policy and research agenda and manage policy research and analysis.
- Demonstrated project management skills and capacity to drive action and results.

- Deep understanding of government decision-making processes, and experience with working to influence change.
- Strong political instincts and relevant professional experience in policy, public affairs, and government and stakeholder relations.
- Expert communication skills and ability to develop effective communications strategies to advance systems change goals and amplify solutions.
- Leadership skills that leverage the expertise and knowledge of team members and strengthen the overall goals of the organization.
- Demonstrated values and commitment to social justice, the ideals of public education, and advancing equity and inclusion.
- Candidates who are bilingual and/or have fund raising experience will be given special consideration.

Applications

For more information about People for Education, please visit www.peopleforeducation.ca

People for Education is committed to having a diverse team that represents a variety of backgrounds, perspectives, and skills. This is a permanent full-time position which will require both remote and in-person work. The salary range for the position is \$100,000 to \$130,000 per annum, commensurate with qualifications and experience.

We are proud to be an excellent employer, with a great benefits package, a pension plan, and opportunities for professional development.

Applications must be submitted by September 9, 2024, and must include both a CV and a letter explaining why you want to do this work with People for Education and describing past experiences that will help you to guide this work to success.

Send your letter and CV to info@peopleforeducation.ca

