

WE ARE HIRING

DIRECTOR of ENGAGEMENT

Fall 2024

About Us

Engage Delaney is one of Canada's most established engagement and communications firms. Female owned and operated, we are a consulting firm who support our clients with communications and engagement planning, facilitation, analysis and reporting.

We facilitate engagement processes and events of all sizes by bringing people together for meaningful dialogue. We are a values-driven team and work to support better decision making in a variety of sectors, with a focus on health care, municipal and provincial government and policy work at all levels of government and with non-profit organizations.

We are a digital by default team, but we value intentional opportunities to work in-person as a team and with clients. We focus on being nimble and bringing the best of virtual and in-person work together.

About the Position

Location: This is a hybrid position with some in-person requirements in Vancouver and some travel based on the needs of clients.

Reporting to the CEO, this position will focus on the following priorities:

- 1. Engagement Planning:** The Director will be responsible for developing engagement plans, working directly with the client and interested parties to develop accessible, equitable and realistic engagement plans. Drawing on the IAP2 core values and approach, the Director will develop plans that detail the engagement goal, objectives, approaches and measures of success.
- 2. Facilitation:** The Director will be a confident and experienced facilitator who is able to hold space with small and large groups and have experience with a variety of facilitation approaches. Being a certified professional facilitator is not a requirement, but a considerable asset.
- 3. Project Leadership and Management:** Supported by a team, the Director can manage a number of projects simultaneously, sometimes with competing deadlines, while continuing to invest in building strong client relationships.

Experience and Qualifications

You are a seasoned engagement professional with in-depth engagement experience. You appreciate working on a variety of projects in diverse sectors, including health, housing, municipal government, education and environmental. You have progressive experience in managing teams and projects and bring strategic thinking, coupled with strong planning and implementation experience.

- You have a minimum of five to seven years of direct community engagement experience.
- You have a Bachelor's degree in a related field or higher.
- You have experience in at least two of the following areas: facilitation, qualitative analysis, engagement planning, strategic communications, and/or project management.
- Having completed the IAP2 certificate in public participation is a strong asset, but not a requirement.
- Being a CP3 is not a requirement, but a strong asset.

About You

You will be part of a team of highly dedicated and hard-working colleagues who thrive on collaboration and are passionate about contributing to the success of our clients by bringing thoughtful strategic advice and real-time support. The Director will manage a small team of communications and engagement professionals.

Is this you?

Even with all the experience and qualifications, there may or not be a fit. So, let's be honest...

- 1) This is primarily a remote position with some monthly in-person meetings (Vancouver) and some travel (usually within BC). Work travel is variable but usually known well in advance.
- 2) We typically work a standard 8 a.m.-4 p.m. or 9 a.m. – 5 p.m. day, but there are busy times where it's more than that and time in lieu is provided. Usually, the busy times are known well in advance. There are slower times too!
- 3) We provide staff with training and ongoing support to achieve their best results, but we don't expect everyone to do everything. We are keen to find people's strengths and build our team around those.
- 4) We offer four weeks' vacation to a director level position to start.
- 5) The salary range is between \$90,000 – \$120,000.
- 6) We offer extended health benefits following a three-month introductory period.

We are looking for a Director who really loves and wants to “do” engagement and facilitation. If you have a role now where there are other “things”, and you want to really focus on engagement and facilitation; this might be the right fit for you.

To Apply please send your cover letter and CV to Jessica@engagedelaney.com
Position will be open until filled.