



# Workplace Engagement Manager

<b>Status</b>	Full-Time
<b>Location</b>	Anywhere in Canada
<b>Diversity Commitment</b>	We strongly encourage applicants which identify across the gender spectrum, Indigenous, racialized and 2SLGBTQ+ communities
<b>Responsibilities</b>	<p>The Workplace Engagement Manager is a new and exciting role within White Ribbon. Under the leadership of the Director of Programs, this role will be responsible for enhancing White Ribbon’s capacity engaging workplaces, including employee engagement and fundraising.</p> <p>They will work together with a strategy consultant, in collaboration with White Ribbon senior management to develop the organizational workplace engagement strategy. The Workplace Engagement Manager will meet regularly with the Senior Management Team on key strategic high-level initiatives with workplaces and the corporate sector (ie. training programs, employee engagement, and social marketing campaigns).</p> <p>This position will play a crucial role in the strategy implementation (ie. hosting information sessions to prospective donors and employees and volunteers, providing direct support/coaching, sharing impact etc.). To illuminate the strategy implementation, they will flex their creativity in implementing the strategy, including the roll out of employee engagement initiatives, the development and promotion of digital assets featuring clear and inspiring calls to action.</p> <p>The Workplace Engagement Manager will also research, identify and adapt relevant workplace engagement, fundraising and employee engagement approaches. In addition, they will support the delivery of White Ribbon workshops and trainings as requested from wide ranging community partners, and where appropriate support other components of White Ribbon funded projects.</p> <p><b>CORE RESPONSIBILITIES</b> (This is not an exhaustive list of duties to be performed):</p> <p><b>Thought Leadership Engaging Workplaces to Promote Equity and Shift Social Norms</b></p> <ul style="list-style-type: none"> <li>• Creation of a White Ribbon Introductory Package which equips advocates (employees, volunteers, corporate and community</li> </ul>

leaders), and prospective, existing donors with important history and context of engaging men and boys for gender equality and GBV prevention, shares organizational impact, and features compelling content to mitigate performative ally-ship

- Support and oversee the adaptation of learning digital resources for the benefit of donors and advocates with the support of consultants and the White Ribbon team
- Maintain a current understanding of best practices in workplace advocacy for social change and actively looks for ways to amplify impact and reach of the program
- Work closely with male-dominated sectors, and workplaces to develop internal promotional materials showcasing impact and encouraging broader donor and employee engagement bases
- In collaboration with the consultant and senior management develop clear and compelling calls to action for male-dominated sectors, and influence them to engage with White Ribbon in the longer-term
- Provide thought leadership and support to re-imagining White Ribbon's fundraising events, providing feedback on overall concept, objectives, participant engagement strategies and fundraising targets

#### **Networking and Relationship-building**

- Aligned with the White Ribbon employee engagement strategy, be the main point of contact in holding information sessions to build White Ribbon's donor base, major gifts and encourage advocates engagement, with a focus on male-dominated sectors and stakeholders
- Foster meaningful and mutually beneficial corporate engagement opportunities with advocates, providing direct support, answering questions and troubleshoot challenges
- Ongoing use of monitoring tools to track donor contributions, and contributing to the White Ribbon bi-monthly board report to share key metrics (ie. number of new donors and advocates, revenue from individual and major gifts, profiling outstanding contributions)
- Ensure proper vetting of White Ribbon advocates, applying strong integrity and accountability standards throughout
- Liaise with White Ribbon Senior Manager, Digital and Corporate Engagement to build and strengthen strategic relationships with the corporate sector to advance strategic goals and outcomes identified in the strategy

## **Project Management**

- Monitor achievements of project results and indicators as per work plan for assigned projects, work collaboratively with team members, and ensure that project activities are on track to deliver results on time and on budget.
- Maintain regular communication and work closely with project partners to implement healthy masculinities and gender-based violence prevention programs, ensuring contractual agreements are realistic and within budget.
- Collaborate with project team members to compile and write progress reports, workplans and budgets in accordance with requirements, ensuring that activities remain appropriate and realistic.
- Manage technical assistance and support to assigned projects as required and work closely with partners to ensure proper coordination exists for efficient project implementation.
- Update and monitor key performance measurement frameworks in accordance with project contracts and proposals, as well as use of standardized work plans, budgets, MOUs to ensure time efficiency
- Collaborate with team members to develop social marketing and communications plans which promote healthy masculinities and the prevention of gender-based violence.
- Lead project evaluation with key project stakeholders to assess program impact

## **Facilitation and Community Outreach**

- Using an intersectional, feminist-informed and anti-oppression framework, demonstrate thought leadership, innovation and content expertise in the areas of gender equity, 2SLGBTQ+ rights, decolonization, racial and social justice, and masculinities.
- Update curriculum and facilitate workshops, webinars and public digital events with workplaces in the areas of healthy masculinities, gender-based violence prevention and equitable inclusive cultures

	<ul style="list-style-type: none"> <li>● Respond to requests for workshops, presentations, and trainings from diverse stakeholders, with a focus on workplaces and male-dominated sectors</li> <li>● Plan and facilitate live digital events (Facebook, Instagram, LinkedIn) to promote White Ribbon and enhance awareness on gender-based violence prevention and male allyship, including volunteer opportunities</li> <li>● Regularly contribute to shared team monitoring and evaluation tools.</li> </ul>
<p><b>Skills/Experience /Qualifications</b></p>	<ul style="list-style-type: none"> <li>● Experience delivering training content in compelling, interactive and creative ways fostering gender transformative change. (corporate experience an asset)</li> <li>● Experience engaging male-dominated sectors on topics including; inclusive and equitable cultures; male allyship in the workplace; preventing gender-based violence</li> <li>● Experience developing virtual and in-person training with volunteers, and prospective donors</li> <li>● Experience coaching and supporting workplace and community advocates (ie. employees, leaders, volunteers etc.)</li> <li>● Experience developing and implementing successful fundraising campaigns</li> <li>● Strong awareness, lived and working experience of issues affecting diverse communities across Canada including racialized, Indigenous, and 2SLGBTQ+ communities.</li> <li>● Possesses a strong understanding of the links between colonization and the perpetration of gender-based violence and other forms of oppression (ie. working knowledge of Truth and Reconciliation Recommendations)</li> <li>● Strong ability to build and maintain positive relationships with diverse stakeholders, including donors, volunteers, staff, board members, corporate and community partners</li> <li>● Ability to influence and engage a wide range of donors (including corporate), and advocates to build long-term engagement with the organization</li> <li>● Ability to establish priorities in a time sensitive environment, and meet deadlines with strong attention to detail.</li> </ul>

	<ul style="list-style-type: none"> <li>● Highly adaptable to a fast paced working environment.</li> <li>● Ability to work independently and thrive in virtual environments.</li> </ul>
<b>Requirements</b>	<ul style="list-style-type: none"> <li>● Post-Secondary degree or certificate in fundraising, corporate social responsibility, or volunteer management</li> <li>● 3-5 years of experience in project management</li> <li>● 2-3 years experience managing project budgets ensuring effective use of resource allocation.</li> <li>● 2-3 years of experience in public speaking, workshop facilitation, and capacity-building training with diverse stakeholder groups focused on gender issues</li> <li>● Applied knowledge of best practices engaging workplaces to prevent gender-based violence, and promoting equitable and inclusive cultures</li> <li>● Experience collaborating with a range of stakeholders, including workplaces, social justice advocates, creative agencies, boards, and community partners</li> <li>● Passionate about advancing gender equality with women, vulnerable youth, Indigenous, racialized, and 2SLGBTQ+ folks who experienced different forms of gender-based violence</li> <li>● Excellent computer skills using Google Suite</li> <li>● Openness to travel within Canada and internationally</li> <li>● Fluency in English, other diverse languages including Indigenous, French, Spanish or Arabic is an asset</li> <li>● Must be legally eligible to work in Canada.</li> <li>● Must possess a valid Driver's License.</li> <li>● Criminal reference check is required.</li> <li>● Community and educational partners will require proof of COVID-19 vaccination for in-person engagements.</li> </ul> <p><b><u>Application Details:</u></b>  <b>Please send a cover letter and resume to <a href="mailto:careers@whiteribbon.ca">careers@whiteribbon.ca</a> by <u>Wednesday June 1<sup>st</sup>, 2022 by 5pm.</u></b></p> <p><b>Interviews to take place the week of June 13, 2022</b></p>

	<p>Start Date: Immediate</p> <p>We are proud to offer a competitive salary and benefits package, a fully remote working environment. White Ribbon is strongly committed to equity, inclusion and diversity within our organization.</p>
<b>About White Ribbon</b>	<p>White Ribbon is a non-governmental organization focused on engaging men and boys to promote gender equality and end violence against women and girls. Started in Toronto, Canada, in 1991, White Ribbon Campaign initiatives have now been organized in over 60 countries around the globe. Through education, awareness-raising, outreach, technical assistance, capacity building, partnerships and creative campaigns, White Ribbon develops tools, strategies and models that challenge negative, outdated concepts of masculinity and inspire men and boys to understand and embrace the potential they have to be a part of positive change.</p> <p>Visit our website: <a href="http://www.whiteribbon.ca">www.whiteribbon.ca</a></p>