



MEMBER OF THE BOARD OF DIRECTORS (VOLUNTEER)

Overview

The Canadian Council on Rehabilitation and Work (CCRW), the leading, national employment agency for persons with disabilities is currently seeking four (4) individuals to join its Board of Directors. These individuals will support the work of CCRW and provide vision and mission-based leadership and strategic governance. While day-to-day operations are led by the CEO, the Board's relationship with the CEO is a partnership and the appropriate involvement of the Board is both critical and expected. Board members are responsible for acting in the best long-term interests of the organization and will bring to their deliberations a broad knowledge, long-range view and openness to learning.

CCRW's mission is to promote and support meaningful and equitable employment of persons with disabilities. As innovators and agents of change, the CCRW builds partnerships, develops skills, shares knowledge and influences attitudes.

Responsibilities:

Time Commitment

- Each member is expected to commit 4 hours per month (board meetings, committee meetings, preparation) and serve a three-year term.
- From time-to-time, Board members would also be expected to attend training, stakeholder meetings and/or events.

Fiduciary

- Being informed of and meeting all legal and fiduciary responsibilities
- Participate in the approval of the annual budget and monitor the related financial performance of the organization

Governance

- Support in the hiring and annual performance evaluation of the CEO as well as succession planning for key leadership positions.
- Identify prospective Board members and possibly help recruit and mentor them
- Prepare, attend, and actively participate in all Board meetings
- Participate in the evaluation of the Board itself (annual Board self-evaluation)

Strategic

- Participate in the development and approval of a strategic plan to help guide future decisions and monitor performance of the strategic plan



- Act as an ambassador for the organization
- Serve on committees or task forces and take on special assignments

Generative

- Serve as a trusted advisor to the CEO
- Keep informed about community issues and the broader environment relevant to the work of CCRW.
- Listen to others' views, advocate their own, identify common interests and alternatives and be open to compromise

Qualifications:

We are specifically seeking additions to our team with a variety of qualifications and preferred experience in at least one of these categories:

- **Social Purpose Enterprise (including Business Acumen):** Given the growth and newly defined structure of CCRW's Fee-for-Service Business Solutions Department (BSD), CCRW is looking for an individual(s) that has experience with social purpose businesses, i.e., experience in a business venture where financial and social impact goals are equally prioritized and integrated into the business model.
- **Legal:** CCRW is looking for someone with a legal background, not for specific subject matter expertise, but for the approach and analytical skills that a legal perspective can bring to board discussions. An individual with broad legal expertise and training will help evolve thinking around initiatives that come up, such as risk management.
- **Government Relations/Government Funding:** CCRW is interested in candidates with experience leveraging relationships with Government and the ability to assist CCRW in positioning itself within the appropriate Government circles, such as ensuring CCRW has a seat at the tables steering national and international conversations on advocacy, policy, and sharing best practices.

To Apply:

Interested applicants are invited to submit a cover letter and resume to Chris Hornberger:

chris.hornberger@halifaxglobal.com by February 28, 2022.

CCRW embraces and celebrates our country's unique multicultural heritage and diversity. CCRW, is dedicated to a culture of inclusiveness and diversity reflecting our diverse stakeholders, staff and community alike. We are committed to providing barrier-free and accessible meeting and communication practices for all board members. Should you require accommodation through any stage of the interview process, please make them known when contacted and we will work with you to meet your needs.