



## INTERNAL ORGANIZATIONAL AND TEAM COACH

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**Are you an experienced leader and coach? Is your MO about making a difference in our world? Then we would like to hear from you!**

**We're looking for an Internal Organizational and Team Coach to work with our staff and management teams to create a coaching culture and a leadership mindset throughout our organization.**

**We are the national leader in providing employment services for persons with disabilities with a long history of embracing change. With staff across the country, you will be instrumental in helping us move to the next level in our organizational development.**

**Details of this exciting new position are found below.**

### **Overview**

Creative. Innovative. Inclusive. Our team of motivated professionals are paving the way to a fully inclusive nation because we believe that disability should never stand in the way of ambition. We drive solutions-focused approaches from coast to coast, delivering hands-on programming in local communities and fostering inclusive business partnerships. As leaders influencing policy change from across Canada to the U.N., CCRW employees enjoy diversity and flexibility in their roles. Our welcoming culture recognizes the passion and optimism of our teams, and we know that a healthy work-life balance is key to personal and professional growth.

The Canadian Council on Rehabilitation and Work (CCRW) is the only national charitable organization with the sole mission of employment for people with disabilities. We are currently seeking to hire an Internal Organizational and Team Coach to support the growth and development of our management and program teams.

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.

With employees disbursed across the country in some 16 locations, CCRW continues to grow and expand its operations and its impact. As we move toward implementing a coaching culture, we are seeking a full-time coach, experienced in working within a growing and complex environment to support this change in culture and to work with individuals, teams and management to achieve our goals.

This position reports to the Chief Operating Officer and works closely with all individuals, managers, and teams across the organization.



## **Who you are:**

You are an experienced leader and professional coach who knows the fine balance to strike between building trust and maintaining confidentiality on one hand, and on the other hand, contributing to the ongoing growth and development of the organization. You are passionate about your profession and fully understand the opportunities and benefits a coaching culture can contribute to organizational strength and resilience. You have also experienced the challenges and know how to overcome them to help individuals, teams and leaders develop different types of relationships that are self-directed and at the same time collaborative and supportive. You are a self-starter and innovator who has experience making change at the systems level through personal influence and relationship building ensuring that no one is left behind.

## **Key Responsibilities:**

The coach will work with the management team to design, introduce and establish a coaching and leadership culture throughout the organization with the purpose of evolving to hub-based, self-directed teams.

The desired outcome is that the teams will be confident in their collective abilities to collaborate, communicate, problem solve and achieve their team goals. This includes goals such as quality of service, productivity, effectiveness, and relationship building. The coach must be astute at navigating the complexities and dynamics unique to each team while guiding them toward achieving CCRW's overall vision and goals.

The coach will also work with individuals to support them in meeting / exceeding their performance goals and in developing and guiding them in attaining their professional and career goals. The coach will provide additional support to those employees who may be challenged and not meeting their targets.

While the coach will work closely with the teams, including the management team, they will have no supervisory responsibilities and therefore, must be able to maintain their professionalism and independence by establishing confidentiality and ethical boundaries to uphold the integrity of their role.

This position requires an individual who brings a system-thinking perspective gained through experience working at senior leadership levels and who understands the complexities and organizational dynamics in which teams operate.

## **Qualifications:**

- Accreditation as a coach, preferably from the International Coaching Federation. An asset would be ICF's Advanced Certification in Team Coaching.
- A university degree and at least ten years experience in a leadership role in industry, government, and/or the not-for-profit sector



- Knowledge and understanding of social purpose organizations with similar values and service orientation would be considered an asset, ideally with knowledge of the employment and persons with disability environment.
- Demonstrated ability to work with senior management in starting up a coaching culture.
- Proven track record as a team and individual coach
- Effective team player and collaborator
- Likeable, approachable, and empathetic personality
- Relationship builder; able to build and maintain a strong network of relationships at all levels within the organization.
- Outstanding listener and communicator
- Experience excelling in a complex, dynamic environment.

### **Salary and Benefits:**

CCRW offers a competitive compensation and benefits package. The salary for this position is at a grade 8 level in the CCRW salary grid and ranges from \$85,668 to \$92,485.

Benefits include:

- Dental care
- Disability insurance
- Employee assistance program
- Extended health care
- Flexible schedule
- Paid time off
- RRSP/TFSA match
- Vision care

### **To Apply:**

Interested applicants are invited to submit a cover letter and resume to Chris Hornberger, Partner at Halifax Global Inc. ([chris.hornberger@halifaxglobal.com](mailto:chris.hornberger@halifaxglobal.com)) by August 16, 2023. We thank all applicants for their interest, however, only those selected for an interview will be contacted.

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 candidates. 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.