



QOMQEM EXECUTIVE DIRECTOR or ASSOCIATE DIRECTOR POSITION

QomQem Coastal Connections, in partnership with Peers Victoria Resources Society, is looking for either an Associate Director or Executive Director to lead the operations of QomQem Coastal Connections. There are two potential options for candidates:

1. The **Associate Director** would report to the part time Director of QomQem Coastal Connections for a minimum period of a year in a mentorship relationship, while also working in partnership with the Director of Peers Victoria.
2. The **Executive Director** would report to the Board of Directors and work in partnership with the Director of Peers Victoria Resources Society. They would also work under the mentorship of the part time QomQem Director for three to six months in a transition period.

QomQem is a growing subset of Indigenous-led services operated in administrative and operational partnership with Peers Victoria. The Executive Director or Associate Director works in a team-based way with the Executive Director of Peers Victoria, QomQem Program Manager, and other leaders in the organization to oversee revenue of approximately \$1 million and to provide support to fifteen program staff and contractors delivering on-site, outreach, and housing-based services in Lekwungen territories. The person in this role will also be expected to be familiar with the \$2.5 million in revenue for Peers Victoria, as well as their programs and services should there be a need for coverage.

QomQem is a grassroots Indigenous-led outreach program that developed in partnership with Peers Resource Society that has seen a lot of expansion in the last three years and is building towards even more growth and change. Our peer-based programming offers harm reduction, housing and health care services to Indigenous peoples who are unhoused, precariously housed, and who may be using substances and/or alcohol. We uphold our team comprised of peer workers and ensure that we are centering their lived experience and constantly learning from and supporting them in this work.

Peers Victoria provides a diverse range of harm reduction, advocacy, education, and outreach and in house services for current and former sex workers and their connected communities in the region. Peers does this work with a focus on lived experience/peer training, decolonial practice, harm reduction, and rights based, social equity-oriented approaches.

QomQem and Peers Victoria value non-hierarchical, team-based and collaborative approaches in the work environment, both within our team and between the organizations and a range of community partners. We work in this way because we want to foreground the voices of lived experience, create opportunities for people of diverse backgrounds to lead social justice work,



and we recognize that health and social services are stronger when there is partnership and collaboration between practitioners. We also work to build and maintain relationships with local and Island Indigenous nations to ensure that we are engaged in, and building, a decolonial practise within our organizations that honours and holds up local laws and governance. We believe in partnerships that allow us to work across organizations and service sectors to address stigma, colonization, and other systemic marginalizations that are reproduced in health and social services. Employees of the organizations value the social justice-oriented, flexible, team-based work environment, which allows them to exercise their leadership and knowledge, with support and guidance from the management team.

We are looking for an energetic, visionary, collaborative and skilled organizational leader focused on Indigenous governance, leadership, and cultural approaches to healing and service delivery. This Associate Director or Director will aid the Board in strategically realizing QomQem's Vision and Mission Statements. The key deliverables are to:

- Secure and maintain organizational revenue;
- Oversee the organizational budgets, and expenditures in accordance with contracted and funder expectations;
- Ensure organizational operations and policies are based on organizational values and strategic planning;
- Support and supervise employees, contractors and volunteers;
- Collaboratively manage day-to-day program delivery, facilities, and human resources;
- Foster a respectful, team oriented, peer-based, and collaborative organizational culture;
- Enhance the range and quality of QomQem's programs and services;
- Build strong partnerships and networks and seek out opportunities to work in partnership with other local health and social services;
- Continue to build and maintain respectful and reciprocal relationships with local Indigenous nations;
- Provide and advocate for frameworks and practices for decolonial approaches in the fields of housing, health, and social services; and,
- Enhance and maintain QomQem's profile in the community.

The ideal candidate will have demonstrated management and Indigenous leadership experience (3+ years), a postgraduate degree (such as MSW, MA, MPA) related to health and social services or a combination of education and experience with advanced knowledge related to one or more of Indigenous harm reduction practise, decolonial frameworks, peer-led services, evidence-based health and social service delivery, sex work in Canada, gender diversity, and sexual health. The candidate will have experience in the non-profit sector obtaining funding and reporting to a



Board of Directors and government and other funding agencies. Experience delivering health and social services is an asset.

Candidates must have experience working in Indigenous communities and building relationships with local nations; proven proposal-writing and fundraising capabilities; strong verbal and written communication skills; a demonstrated ability to manage, support and motivate staff, contractors and volunteers through evidence based human resource practise; and the ability to connect directly with the service population in the region to foster relationships and assess the efficacy of QomQem's ongoing service delivery and related initiatives.

The salary will range from \$100,000 to \$120,000, varying based on experience and whether the role is filled at the Associate Director or Director level. A comprehensive benefit package is also available.

If you are interested in this community leadership opportunity, please submit a resume and cover letter to careers@tallsky.ca. Application review will begin February 10, 2025, with the goal of beginning interviews in the week of February 17, 2025. The position will remain open until filled and we welcome inquiries.

The outgoing Director will work with the incoming Director for knowledge transfer in the first three-six months. If the successful candidate is awarded the Associate Director position, then they will work under the mentorship of the outgoing QomQem Director who will continue in a part-time capacity for a minimum of one year.

We encourage applications from Indigenous persons, people of color, 2SLGBTQ2 persons, individuals with direct experience with substance use and/or in the sex industry, and people with disabilities. While we value lived experience, those who have the required skills and experiences and are passionate about peer-focused, rights-oriented services are also welcomed to apply.

QomQem and Peers Victoria thanks all applicants for their interest. All applications will be acknowledged with receipt of confirmation. Short listed applicants may be asked to provide a writing sample and prepare a verbal presentation for the hiring committee.

