

Executive Director

BC CIVIL LIBERTIES ASSOCIATION

Vancouver, BC

The Executive Director (ED) develops organizational strategy, sound practices and supportive relationships – both internally and externally – fostering cooperative and effective collaborations and coalitions that further the BCCLA's mission. The ED reports to the Board of Directors and is responsible for the successful leadership and management of the BCCLA, working to realize the organization's goals as laid out in the 2020 – 2025 Strategic Plan. They provide overall direction and guidance to staff and oversee the BCCLA's law reform, litigation, education, fundraising and operations programs. With a clear vision for the continued growth and success of the BCCLA, the ED is accountable for the financial sustainability of the BCCLA and the prudent use of its resources and maintains positive relationships with key donors and funders. They provide visionary leadership to the BCCLA to enable it to be the leading civil society organization upholding civil liberties and human rights in Canada, taking concrete, sustained and effective action to create change by bringing issues to light in the media, working in solidarity with frontline and grassroots activists, helping challenge unjust laws in the courts and advocating for policy change with elected officials.

You are a fearless and effective advocate for civil liberties and human rights. You are skilled in working in coalition with other organizations, and at being an effective ally. Your deep understanding of civil liberties and human rights issues at the grassroots level translates into an ability to build campaigns and initiatives that result in meaningful change. You are effective working in community and engaging in government and media relations. As the leader of the organization, you are skilled in providing support and guidance to a team of professionals, removing barriers to empower the team to do their best work. You are familiar with issues facing Indigenous communities and other marginalized groups, and you appreciate the distinctive nature of these issues far beyond southwestern BC. You have a demonstrated commitment and ability to effect action in the area of equity, diversity and inclusion, with that perspective guiding decision making. You have a critical analysis and in-depth understanding of how the law operates, and experience using the law strategically to advance human rights and civil liberties, either as a lawyer or with substantial experience working with the tools of the Canadian legal system.

The BCCLA is committed to ensuring equity, diversity and inclusion are significant considerations in our decision-making, in our internal work and in our work in the world. This is critical for BCCLA to act on our values and to achieve our fundamental mandate to uphold and advance civil liberties and human rights. We encourage applications from members of communities that are marginalized or that experience structural discrimination, including those identifying as Indigenous, people of colour, members of non-dominant ethnic, religious, linguistic and/or cultural groups, women, (im)migrants/newcomers, people with (dis)abilities, working class people, persons of minority sexual orientations and gender identities, and we encourage applicants to self-identify in their application. The BCCLA is committed to excellence, and recognizes that increasing the diversity of our staff, and especially our leadership, supports this objective.

For further information, to obtain the full position description and to learn how to apply, contact **Allison Rzen** and **Jennifer Madden** at www.pfmsearch.com.

The BC Civil Liberties Association (BCCLA) was established in 1962 and is the oldest and most active civil liberties group in Canada. BCCLA has a mandate to preserve, defend, maintain and extend civil liberties and human rights in Canada, and does so with a commitment to equity, diversity and inclusion. The BCCLA is a small team with big reach, advancing its work through litigation, law reform, community based legal advocacy, and public/supporter engagement and education. The organization has made significant impacts in many areas, including police accountability, democratic rights, equality rights, patients' rights, national security, and prisoners' rights across the country. An opportunity has arisen to take a key leadership role in one of the most vibrant and visible advocacy groups in the country as the BCCLA's new Executive Director.



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