



# OPPORTUNITY BRIEF

MANAGER OF  
COMMUNITY  
IMPACT AND  
PARTNERSHIPS



SEARCH CONDUCTED  
BY PLACEMAKING 4G

# STATEMENT OF INTENTION

*At ReCover, we prioritize the cultivation of a diverse and inclusive workforce, understanding its critical role in driving innovation and fostering a sense of belonging. Our commitment extends to creating a work environment that authentically represents the communities we serve.*

*We welcome applications from all interested individuals, placing a particular emphasis on candidates from historically excluded groups. We actively encourage submissions from Black, racialized, Indigenous Peoples, People with Disabilities, members of the 2SLGBTQ+ community, women in non-traditional fields, and newcomers to Canada. Preference will be given to candidates who identify with any of these equity-deserving groups. We invite you to share this information in your cover letter or resume, and we invite you to express your pronouns.*

*Moreover, we collaborate closely with the P4G search team, who are dedicated to creating a safe space for you to openly discuss your experiences, preferences, and any accommodations that may support you. This partnership ensures that your information is handled with sensitivity and respect.*

## ABOUT RECOVER

**ReCover is a non-profit organization committed to developing retrofit solutions that respond to the climate crisis at speed and scale. We do this through research and development, programs and services to property owners, and capacity-building activities for industry.**

ReCover has been positioning itself as a deep retrofit accelerator since 2020 by forging partnerships with key retrofit market actors, building relationships and sharing knowledge with other Retrofit Accelerators, facilitating industry capacity-building activities, and completing research and feasibility studies for deep retrofits.

Central to ReCover's mission is the removal of barriers hindering deep retrofit implementation, including economic, market, and equity-related complexities. Through targeted programs, ReCover is empowering building owners to understand and finance deep retrofits while inspiring individuals to pursue careers in the green building industry and supporting existing professionals in design and construction to engage in deep retrofit projects. In collaboration with Indigenous communities and equity-deserving groups, ReCover is championing deep retrofit initiatives to address socio-economic disparities and mitigate renovictions. By raising awareness and developing retrofit solutions suitable for occupied buildings, ReCover aims to transform lives while reducing greenhouse gas emissions.

As ReCover addresses the challenge of performing deep retrofits, it recognizes the opportunity to safeguard the environment and enhance the quality of life for all.

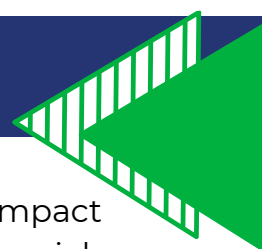
# MISSION

We aim to develop retrofit solutions that respond to the climate crisis at speed and scale. We will do this through research and development, programs and services to property owners, and capacity-building activities for industry.

# VISION

Canada's buildings are healthy, resilient, and environmentally responsible.

# THIS MOMENT, THIS POSITION



ReCover is seeking a dynamic and principled Manager of Community Impact and Partnerships to lead our community engagement efforts, develop social programs, and drive strategic partnerships that create positive change. In this role, you will have the opportunity to shape our engagement strategy, cultivate relationships, and mobilize resources to address critical issues and opportunities in Atlantic Canada and beyond.

## HOW WOULD YOU CONTRIBUTE?

### Community Engagement Strategy

Develop and implement a comprehensive community engagement strategy that prioritizes inclusivity, empathy, and Interest Holder engagement. Ensure that all programs and initiatives are informed by the needs and perspectives of diverse communities, including Indigenous, African Nova Scotian, and affordable housing tenants.

### Partnership Development

Identify, cultivate, and manage strategic partnerships with community organizations, government agencies, industry Interest Holders, and other key partners to advance ReCover's mission and objectives. Ensure that partnerships are built on trust, mutual respect, and a shared commitment to equity and social justice.

### Interest Holder Relations

Engage with diverse Interest Holders to understand their needs, priorities, and concerns, and ensure their voices are heard and valued in our work. Act as a liaison between ReCover and community members, facilitating meaningful dialogue and collaboration.

# RESPONSIBILITIES CONTINUED

## Social Program Development

Develop and implement social programs that address pressing community needs, such as affordable housing, equity, and climate resilience. Ensure that programs are designed to be inclusive, accessible, and representative of the communities we serve.

## Renovictions Awareness

Raise awareness about renovictions and other housing-related challenges facing vulnerable communities. Advocate for policies and initiatives that protect tenants' rights and promote housing affordability and stability.

## Measurement

Develop Key Performance Indicators (KPIs) to measure the representation of community members in ReCover's programs and initiatives. Ensure that participation is inclusive and reflective of the diversity of the communities we serve.

## Political Awareness

Stay informed about the politics of just transition and climate change, and ensure that ReCover's programs and initiatives are aligned with principles of equity, justice, and sustainability. Advocate for policies and practices that promote a fair and equitable transition to a low-carbon economy, while respecting the rights and needs of all communities.

## Community Network Building

Build and maintain a strong network of connections within the communities we serve, including Indigenous, African Nova Scotian, and affordable housing communities. Act as a trusted advisor and advocate, fostering positive relationships and collaborations.

## Impact Measurement

Develop metrics and evaluation frameworks to assess the effectiveness and impact of our community engagement efforts. Ensure that outcomes are measured against established KPIs and that learnings are used to continuously improve and refine our approach.

## Resource Mobilization

Identify funding opportunities, write grant proposals, and cultivate donor relationships to secure resources for community engagement initiatives and programs. Ensure that resources are allocated strategically to maximize impact and outcomes.

# OUR VALUES

## Transparency:

*We value transparency in all our interactions, even when faced with challenges or vulnerability. We commit to honesty, ensuring that our communication remains open and candid.*

## Action:

*We embrace a culture of action, recognizing that impactful change arises from doing, not just planning. We prioritize Minimum Viable Products (MVPs) and focus on the small, tangible steps that lead to meaningful results, emphasizing practical implementation over exhaustive planning.*

## Kindness:

*We promote kindness over mere niceness, cultivating an environment of radical candor. We believe that clarity is an act of kindness, acknowledging that avoiding direct discussions can lead to issues. We commit to addressing challenges openly and constructively.*

## Courage:

*We embody courage in our approach to work, manifesting discipline through a strategic use of our time. Our courage extends to communicating and implementing practices that prioritize efficiency and well-being.*

*The greenest building is the one that already exists.*



From forestry, to manufacturing, to administration, to engineering, ReCover has the potential to create thousands of jobs in Canada.

# 6.7 Tons

of CO<sub>2</sub>e stored per building

Using locally sourced, low-carbon materials, we will reduce the carbon footprint of each retrofit project and even build carbon stores.



Many of these materials will be sourced right here in Canada, **so we can rebuild the local economy while creating sustainable careers.**

## WHY JOIN RECOVER

- Opportunity to make a significant impact in advancing sustainability initiatives and combatting climate change.
- Collaborative and inclusive work environment that values diversity and innovation.
- Competitive salary and benefits package, including health insurance and professional development opportunities.
- Chance to work with a dedicated team of professionals who are passionate about creating positive change in Atlantic Canada's built environment.



### WHAT YOU BRING

- *Bachelor's degree in community development, social sciences, public relations, or related field. Or, equivalent work experience.*
- *Experience in grant and proposal writing.*
- *Minimum 7 years of experience in community engagement, Interest Holder relations, partnership development, or related roles, with a proven track record of building and maintaining strategic partnerships.*
- *Strong understanding of community development principles, equity, diversity, and inclusion, with a commitment to social justice and environmental sustainability.*
- *Excellent communication and interpersonal skills, with the ability to engage and inspire diverse audiences.*
- *Strategic thinker with the ability to develop and implement innovative engagement strategies that drive positive change.*
- *Demonstrated leadership abilities, with experience leading cross-functional teams and managing complex projects.*
- *Strong analytical and problem-solving skills, with the ability to navigate ambiguity and drive results in a dynamic environment.*

## THE PACKAGE

**Salary:** \$80,000 - \$110,000

**Location** Atlantic Canada  
(travel required)

“*Everyone deserves a home and workplace that is healthy, secure, and affordable. Everyone should be paid well for their work. Solutions must empower and be co-created by communities.*”



## WHAT TO EXPECT

- We closely review all applications and read each cover letter (we promise).
- If you are selected as a top candidate, expect an invitation to chat with a Lead Placemaker from P4G. This is someone who treats the recruitment process non-traditionally. We want to get to know what inspires you.
- Selected candidates will proceed to a virtual interview with the Lead P4G Placemaker and 2-3 organization representatives.
- Finalists may participate in a second round interview or skills activity (virtual or in person).
- P4G will check employment references and assist in presenting an offer to the successful candidate.

## APPLICATION DETAILS

Apply now by  
[Clicking Here!](#)

Applications will be accepted until 12 p.m. on **April 12, 2024.**

Please be sure to include a cover letter that speaks to your experience, but we also want to get a glimpse of your personality.

**Don't be generic. Be yourself.**