



## United Way Greater Toronto Vice President, People and Culture

*United Way Greater Toronto humbly acknowledges that it operates on the traditional territory of many Indigenous nations, such as the Wendat, Anishnaabeg and Haudenosaunee. We recognize and uphold the rights of Indigenous communities, acknowledging the ancestral and unceded territories of the First Nations, Inuit and Métis Peoples throughout Turtle Island. Tkaronto is home to a growing community of urban Indigenous Peoples, including those who are First Nations, Inuit and Métis. We recognize that the Greater Toronto Area is covered by several treaties, such as Treaty 13 with the Mississaugas of the Credit First Nation and the Williams Treaties with seven First Nations, including the Chippewas of Georgina Island. We respect Indigenous teachings and commit to fulfilling our obligations to the land and one another. Our commitment is grounded in the principles of Truth and Reconciliation and the United Nations Declaration on the Rights of Indigenous Peoples.*

[United Way Greater Toronto \(UWGT\)](#) has been a trusted leader in community building for over 70 years, driving investment in people and strengthening neighbourhoods across Peel, Toronto, and York Region. Guided by the belief that poverty should not define anyone's future, UWGT brings together the collective power of community—government, public and private sector, and a network of more than 300 social service agencies—to build a GTA that is everything it can be for everyone who calls it home. Every day, UWGT rolls up its sleeves to expand vital services, from newcomer programs and housing supports to food access, employment, and health services—creating lasting impact that truly changes lives.

United Way Greater Toronto invites nominations and applications for the role of **Vice President, People and Culture**—a position that will play a defining role in further shaping the organization's people, culture, and future.

The Vice President, People and Culture will provide visionary leadership across all functions of human resources, organizational change, volunteer engagement, and culture. Reporting directly to the President and CEO and serving as a member of the Senior Executive Team, the Vice President will oversee a team of approximately six staff, with responsibility for payroll, employee and labour relations, recruitment, organization development, total rewards and recognition, performance management, professional development, legislative compliance, and policies. As a Senior Executive Team member, the Vice President, along with senior executive colleagues, will be responsible for strategic plan deliverables.

A primary area of focus will be the development, maintenance, and measurement of a positive organizational culture, alongside programs that support both paid staff and volunteers. The Vice President will also work in close partnership with the Chief Financial Officer on the financial management and administration of UWGT's pension plan. In this capacity, the Vice President will provide trusted strategic counsel to the CEO and the Senior Executive Team; lead the design and implementation of People & Culture strategies that enable UWGT's mission and



organizational goals; and, act as a senior advisor for HR strategy, organizational development, structure, professional development, recruitment, succession planning, performance management, compensation, pension, benefits, payroll, and legal compliance. The role will include maintaining a positive labour relations environment, including leading activities related to collective bargaining, and working to deepen UWGT's commitment to reconciliation, equity, diversity, inclusion, and anti-racism through strategies that build organizational capacity

The Vice President will also champion the education of staff and adoption of AI-driven tools to amplify the impact of its staff. They will oversee internal communications to ensure transparency and accessibility across multiple channels, and they will lead the development of a volunteer engagement strategy that reflects community trends and advances leading practices in volunteer management.

## Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to its mission and to advancing reconciliation, equity, diversity, inclusion, and accessibility. The Vice President will role model leading with curiosity and welcoming ideas that can be synthesized into possibility.

While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the UWGT environment, the following credentials and experiences are seen as possible markers of the candidates most likely to realize success in the role: A) several years of progressive leadership and management experience, preferably gained in large and complex organizations; B) relevant post-secondary education (a Master's degree in Human Resources or equivalent is preferred) along with an HR certification (CHRP, CHRL, or CHRE); C) proven success in leading teams, as well as experience in the area of learning and development and internal communications; D) a track record of building positive labour relations environments and leading collective bargaining processes, with the ability to work effectively across diverse constituencies and governance committees; and, E) a reputation for being a trusted business partner, with a strong track record of providing strategic counsel, collaborating effectively with leadership, and serving as a dependable advisor on people and organizational matters.

## How to Apply

*United Way is committed to creating an inclusive workplace that reflects its diverse community to ensure it is best equipped to serve it. The organization encourages candidates from diverse backgrounds and those who may need accommodation to apply to join its team. By incorporating a variety of experiences and perspectives, the organization creates opportunities for innovative solutions and maximizes the impact of its work.*

*United Way Greater Toronto is partnering with BES Executive Search, a firm committed to ensuring that every search mandate engages a range of candidates. Applicants are guided through what BES calls 'The BES Experience'—a thoughtful, candidate-centred process that meets candidates with support and care throughout the search process. **All interested applicants are encouraged to apply by emailing Melissa Sumnauth***  
**[msumnauth@bessearch.com](mailto:msumnauth@bessearch.com).**



*In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), applicants living with a disability will be provided with accommodation throughout the search process. Should accommodations be required, please make Melissa Sumnauth aware by emailing [msumnauth@bessearch.com](mailto:msumnauth@bessearch.com).*

*BES is deeply grateful to all who express interest in this opportunity and recognize the time and effort that goes into submitting an expression of interest. While only those most closely aligned with the position requirements will be contacted for an interview, all applications are reviewed with thoughtfulness and will receive correspondence from the firm as part of our commitment to delivering a respectful and inclusive candidate experience.*

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