

## **LOFT Community Services Director, People & Culture**

*LOFT Community Services is grateful to be able to offer services in this territory. This has, and continues to be, a home for many Indigenous persons for thousands of years. LOFT acknowledges the Tobacco, Petun, and Huron-Wendat Nations. We acknowledge the other confederacies and communities of Nations including the Anishinabek, Haudenosaunee, Inuit, and Métis Peoples. We also recognize the First Nations and their ancestors in the area including, The Mississaugas of The Credit, the Chippewas of Georgina Island, the Chippewas of Rama, Six Nations of the Grand River, and the Mississaugas of Scugog Island. Thank you. Please take some time to be present, have a moment of reflection and think about how you are acting toward Truth and Reconciliation.*

[LOFT Community Services](#) (LOFT) provides support and hope to people facing the most complex combinations of mental and physical health challenges, addictions, dementia, and/or homelessness, and offers a wide range of community-based services, supportive housing units, and specialized programs for at-risk and equity-deserving individuals. Over the course of the pandemic, LOFT responded to those in need in record numbers—serving 13,969 individuals (from youth to seniors) in 2022 alone and housing 1,788 people. LOFT’s holistic programming and services are offered across multiple locations in the Toronto, York Region and Simcoe-Muskoka areas. LOFT is an award-winning organization who is internationally accredited. LOFT is proud that its CEO, Heather McDonald, received the National 2022 Changemakers Award provided by *The Globe and Mail’s* Report on Business Magazine.

Emboldened by its mission to help community members achieve optimal health and well-being, LOFT is firmly committed to its values of compassion, collaboration, and community delivered with dignity, innovation, and excellence. LOFT is poised for continued growth. It is within this context that LOFT Community Services invites applications and nominations for the role of **Director, People & Culture**—a position well suited to an experienced HR professional to join an innovative organization committed to generating positive impact.

As a cornerstone of LOFT Community Services’ senior leadership team, the **Director of People and Culture** will play a pivotal role in nurturing a vibrant, inclusive, and thriving workplace. Their expertise will guide the executive team in aligning HR strategies with the organization’s core mission and values. Leading a team handling a comprehensive range of HR services—including employee/labour relations, leadership development, compensation analysis, health, safety, and more—the Director will champion empowerment. Responsible for both the operational and

strategic aspects of HR, they will refine and enhance core supports for employees and leaders. Grounded in LOFT's Strategic Plan, they will foster employee relations, recruitment, analytics, and development, fostering a transformative approach to HR services and cultivating meaningful relationships and partnerships.

### **Qualifications**

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, and inclusion in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the LOFT Community Services environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) a post-secondary degree in a related discipline, and an HR designation or a combination of leadership experience and education; B) strong cross-functional experience in rewards, recognition, recruitment, retention, and employee relations; C) demonstrated experience leading teams to develop people, programs, and services that are focused on outcomes, and; D) proven effective leadership of diverse teams and leveraging diversity.

### **How to Apply**

*LOFT Community Services is committed to fostering an inclusive and accessible environment and is dedicated to building a workforce that reflects the diversity of the community in which we live and serve. Applications are encouraged which indicate diversity in culture, race, sexual orientation, gender identity and experience that reflects the clients and communities we serve.*

*LOFT Community Services is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their résumé to Melissa Sumnauth or Haney Mussa by e-mailing [hmussa@bipocsearch.com](mailto:hmussa@bipocsearch.com), or can apply through the BIPOC Executive Search mobile app.***

*In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Haney Mussa aware by using the above address.*

*We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.*

---