



Associate Director, Modernization and Strategic Resource Alignment

Serving one of the most richly diverse student bodies in the world and overseeing a budget of over 3.4 billion working with the Director of Education and other Associate Directors, the Associate Director, Modernization and Strategic Resource Alignment will inspire and lead committed and dedicated teams in the business and corporate areas of the Board to advance the strategic goals of the TDSB. In this role, you will lead the crucial process of ensuring that the resources of the Board, both operating and capital, are aligned optimally to achieve the Board's strategic goals and to address the learning environment needs of all students and communities particularly those who have been historically underserved As part of the Senior Leadership team in Canada's largest district school board, you will build a supportive culture of inclusion and collaboration where all voices are encouraged and heard.

If your accomplishments include learning from the lessons of the Pandemic, furthering innovation, contributing to advancing intersectional equity and dismantling racism, colonialism and oppression in all its destructive forms, this role may align with your skills and professional aspirations. If your body of work has fostered collaborative working environments where problem solving and focused teamwork support excellence by dismantling barriers to student success and building partnerships with communities, this is a leadership role for you to pursue.

The TDSB is dedicated to the achievement and well-being of each student grounded in a commitment to Truth and Reconciliation and equity, anti-racism, anti-oppression and human rights. Every day, staff members in its 583 schools and 5 Adult Learning Centres across the city are privileged to serve students and families of communities as richly diverse and inspiring as any in the world.

The Senior Leadership Team must adapt to current and emerging challenges and opportunities that TDSB is embracing, while remaining focused on achieving the priorities in the Multi-Year Strategic Plan (MYSP) and the Pandemic Recovery Plan. The TDSB Director's Executive Council will have, as its core, a cross-functional and highly collaborative approach in which the Director and the Associate Directors will support and enhance each other's efforts to be equity and anti-oppression centred, innovative, accountable, responsive and invitational, committed to service excellence in all TDSB's processes and policies while building positive relationships and partnerships both internally within the Board and externally with stakeholders and multi-faceted communities.

The Toronto District School Board is currently seeking an outstanding transformational leader to assume the responsibilities of the role of **Associate Director, Modernization and Strategic Resource Alignment**. This Associated Director, in collaboration with the other Associate Directors is responsible for:

- ensuring that every student has the learning conditions, environments and experiences needed to engage fully and be successful in school and beyond
- leading business and operations processes that are modern, responsive, and deliver quality service aligned with the Board's core purposes.

This member of the Director's Executive Council, together with **the two educational Associate Directors, the AD, Learning Transformation and Equity and the AD, Student Well-Being and Innovation, and possibly a fourth Associate Director position, Organizational Transformation and Accountability**, will provide focused leadership for the achievement of the Multi-Year Strategic Plan and the Pandemic Recovery Plan.

The leader in this role will work, alongside the Director of Education and the other Associate Directors, to advance the TDSB vision for learning and service with a keen focus on continuous improvement and innovation, thus transforming TDSB into a higher performing, more responsive and more accountable organization.

The **Associate Director, Modernization and Strategic Resource Alignment** has the lead role of ensuring that the allocation of resources and budgetary decisions are aligned with the strategic priorities of the TDSB, especially the commitment to the Calls to Action in the Truth and Reconciliation and advancing equity and dismantling racism, oppression and disproportionality of outcomes for students. As well, the AD, Modernization and Strategic Resource Alignment must lead the modernization of all business departments, emphasizing innovation, continuous quality improvement and the recognition of the needs of all communities, particularly those that have been underserved. This Associate Director must lead ongoing effort to improve service levels by engaging all staff serving this portfolio in service excellence initiatives that are designed to modernize, increase client satisfaction and demonstrate continuous improvement. Associate Directors play an important role in serving the Board of Trustees and working with individual Trustees and Community Advisory Committees, school communities and Standing Committees to fulfill priorities.

This AD is responsible for ensuring that the TDSB is at the forefront of optimal use of information technology. This role leads Finance, the planning and management of Facilities, Capital Programs, Long Term Pupil Planning, Environmental Sustainability, Payroll, Revenue Generation, as well as Health and Safety. This portfolio also includes Pandemic Response and Operations, International Education, Continuing and Adult Education, and Museum & Archives. The relationship with the Toronto Lands Corporation falls under the jurisdiction of this Associate Director and will require continuing the change management necessary to ensure the successful implementation of shareholders agreement between covering both realty and land use functions. There is also an overarching policy responsibility attached to this role. In all aspects of this portfolio, the Associated Director will need to focus attention on engagement, exemplary problem-solving, strategic planning and decision-making, and ensure the allocation of resources serves the strategic goals of the Board.

The successful candidate will bring senior level administrative expertise in a large educational or comparable unionized public sector institution or a similarly complex organization, demonstrating proven expertise in resource allocation, financial decision making and alignment of budget to organizational purposes, commitments, and vision. A Business Supervisory Officer certificate, or a commitment to obtaining the certificate within the first two years of employment is essential. An MBA, or equivalent graduate degree is highly desirable given the complexity of the organization, \$3.4 billion

dollar budget and the responsibility of public education.

As the Associate Director, Modernization and Strategic Resource Alignment, you will be a servant leader and your strong communication and facilitation skills will allow you to work effectively as the member of an integrated senior team focused on challenging and defeating barriers to student success. You will promote informed decision making through consultation, invitational community relationships and consensus building and your reputation for integrity and active listening will command respect within the TDSB and its richly diverse communities.

As an innovative and visionary leader with a talent for strategic organizational and system wide planning, you will function productively in your relationships and interact openly and confidently with Trustees, unionized and non-unionized staff and the public. You have a high tolerance for ambiguity and can make defensible complex decisions, individually, and with teams, and can create internal and external communications networks to convey Board decisions clearly and effectively. You are able to build the capacity of staff to problem solve and innovate. You can mediate conflicting competing demands and priorities, always demonstrating unwavering commitment to equity as the non-negotiable feature of the Board's policies and operations.

Your application for the role of **the Associate Director, Modernization and Strategic Resource Alignment** will be supported by your body of work's demonstration of the following leadership attributes, commitments, and achievements in the roles you have held thus far.

- Demonstrated business, corporate and strategic acumen to advance the strategic goals of the Board.
- Proven capacity to serve as an anti-racist and ethical leader. Resilient and determined in the face of opposition to dismantling systemic inequities and fostering accountability
- Demonstrated knowledge of and unwavering commitment to equity, anti-racism, anti-Black racism, anti-Semitism, anti-Indigenous racism, Islamophobia, homophobia, ableism and other forms of hate, discrimination and oppression and demonstrated action in the candidate's body of work
- Qualifications and experience in providing financial oversight of a large budget in a public sector organization
- In the consideration of resource allocation, deep understanding of the relationship between equitable learning environments and well-being and student achievement
- With respect to resource allocation, demonstrated understanding of the varying roles of service providers including such mental health professionals as social workers, psychologists, and other support services
- An advocate of collaborative professionalism, capable of working as a cross-functional Executive
- Able to make bold complex decisions and encourage disruption of old ways while respecting what is working well
- Politically astute and sensitive to assisting Trustees with good governance by hearing and responding appropriately to their perspectives

- Innovative problem solver and system thinker, agile in a fast-paced environment
- Skilled relationship builder who can encourage coherence in process and implementation across the system and break down silos
- Champion of service excellence based upon a respect for the values and perspectives of the communities served by the TDSB
- Known for authenticity, integrity, and respect with high credibility as visionary leader
- Innovator and evidence-based risk taker able to forge results in ambiguity and to mobilize the efforts of others
- Supporter of staff autonomy and professional growth while monitoring outcomes with a particular focus on mentoring and supporting leaders new to their roles
- High emotional intelligence and an invitational leadership style
- Extremely strong written and oral communicator

To apply for the role of Associate Director, Modernization and Strategic Resource Alignment, in the Toronto District School Board, submit your resume and cover letter by **April 29, 2022**, to: joanmgreenassociates@gmail.com



| JOAN M. GREEN & ASSOCIATES

Joan M. Green & Associates/LBCG is mindful of the importance of championing diversity amongst candidates. The project team is fluent in current diversity, inclusion, and anti-oppression practices. We are committed to ensuring a fair and inclusive recruitment process.

Accommodation Statement:

Joan M. Green & Associates/LBCG fosters a culture of inclusion. We will make any appropriate accommodation based on any of the protected grounds in the Human Rights Code to support candidate participation in the recruitment and selection process. All candidates will be provided with an understanding of the expectations and requirements of the process, in order to ensure full participation of all qualified candidates.

The Toronto District School Board adheres to equitable hiring, employment and promotion practices. We strive to meet the accommodation needs of persons with disabilities. Applicants are encouraged to make their needs for accommodation known in advance during the application process.

TDSB Land Acknowledgement

We acknowledge we are hosted on the lands of the Mississaugas of the Anishinaabe, the Haudenosaunee Confederacy and the Wendat. We also recognize the enduring presence of all First Nations, Métis and the Inuit peoples.

Joan M. Green & Associates / LBCG Consulting for Impact Land Acknowledgement

With humility and in the continuing spirit of being active participants in the reconciliation of Canada and the Indigenous Peoples of the land, we acknowledge that we are working and living on the traditional territory of many nations including the Mississaugas of the Credit River, the Anishnabeg, the Haudenosaunee and the Huron-Wendat, which today is home to many diverse First Nations, Inuit and Métis peoples. As a firm and individually, we are educating ourselves to know and understand the Truth and participating with Indigenous colleagues to play our part in advancing Reconciliation.