



Are you looking for a unique professional adventure in a northern setting? Do you want to participate in a vital mission and play a role that will have a direct impact on the well-being of Aboriginal communities? Are you a seasoned leader who wants to work in a people-oriented organisation? Are you an aspiring Director General? Are you looking for new challenges that reflect your social value and ambitions surrounded by a team of leaders who are as dedicated as you are? Then join us!

DEPUTY DIRECTOR GENERAL

The Kativik Municipal Housing Bureau (KMHB) is a non-profit organisation responsible for the management and operation of over 3,700 social housing units located in fourteen (14) villages across the Kativik region. Its mission is to provide comfortable, safe, and affordable homes adapted to the needs and culture of the Inuit. Through its programs and services, the KMHB contributes to the development of dynamic, sustainable, and safe communities. Recognized as one of the best employers in Nunavut, the KMHB has nearly 300 employees, 85% of whom are Inuit.

This position is part of a succession planning strategy. Consequently, the candidate will be involved in all mandates that come from his department as well as those related to the overall operation and daily activities of the KMHB, including human, financial, material, and informational resources, as well as the facilities and real estate for all fourteen (14) villages.

Reporting to the Director General and as a member of the senior management team, you will assist the Director General in his various responsibilities, including the overall operation and day-to-day activities of the KMHB. In this capacity, you are also responsible for leading, directing, coordinating, and overseeing the activities of a team of department directors.

You will act as an advisor to the Director General regarding strategic and policy orientations and will be called upon to submit any recommendations you deem appropriate with respect to orientations, objectives, priorities, and budgets to ensure the smooth operation of the KMHB's services and departments under your leadership. You act as a genuine agent of change and set up an optimal work organisation that encourages the integration of teams and the sharing of expertise to reduce resistance to change.

You play an essential role in ensuring compliance with the provisions of the operating agreement between the KMHB and the *Société d'habitation du Québec* (SHQ) as well as its various partners at the strategic, operational and communication levels. You also contribute to the development of strategic partnerships to achieve the KMHB's mission.

PROFILE

Education:

- A university degree in an appropriate discipline. Relevant work experience in a similar role may compensate for the absence of a university degree.
- Postgraduate degree (an asset).
- Membership of a professional association relevant to the responsibilities of the position (an asset).

Experience and knowledge:

- Over ten (10) years of experience in a similar position, with seven (7) years in team management.
- Strategic and operational experience.
- Experience working in a multi-cultural and multi-site environment. Knowledge of the Inuit population and the northern environment (an asset).
- Experience working in a municipal housing office (an asset).
- Good knowledge of supply chain planning and operation, purchasing and inventory management principles (an asset).

Skills and abilities:

- Leadership, vision, and innovation.
- Political savvy.
- Partnering. Ability to develop and build alliances.
- Demonstrated ability to manage in an environment of paradoxes, contradictions, and ambiguities.
- Planning and organisational skills.
- Proven analytical skills and ability to solve problems, summarise complexity, 'make connections' and recommend solutions.
- Team player. Good judgement and resourcefulness in decision making.
- Practical and pragmatic approach, with a strong work ethic and personal involvement in mandates and projects.
- Excellent communicator. Able to influence members of the senior management team.

Employment equity

This employer is committed to employment equity and has an equal opportunity employment program for women, Aboriginal people, visible minorities, ethnic minorities, and people with disabilities.

The use of the masculine form in this document to refer to people is solely for the sake of brevity.

Working Conditions:

- Minimum salary of \$104,706 up to \$127,470 (under review), based on an evaluation of the candidate's professional background, years of experience related to the position and academic training.
- 35 hours per week.
- Five (5) weeks of vacation, 15 statutory holidays, possibility of two (2) additional weeks of cumulative time, plus two (2) additional weeks of special leave.
- Twelve (12) sick days.
- Vacation, statutory holidays, and additional weeks can be redeemed at the end of the year.
- RRSP: 7% employer/4% employee.
- Group insurance plan: upon entry into the position (50% employer/50% employee).
- Fees related to a professional order and professional training will be paid.
- Cost of living allowance and cargo allowance based on personal and family situation and on the destination community. Per diem rates can go up to \$79 farther north.
- Furnished, heated and lighted housing that meets the DDG'S needs at an attractive rate.
- Other benefits: vehicle provided, mobile phone.

For more information on this outstanding leadership opportunity, please contact Lyne Barbeau at 514-824-0776.

Candidates interested are invited to send their curriculum vitae and a cover letter, in English and French, by June 3, 2022, 4:00 p.m., by email to lyne.barbeau.humanitudehr@outlook.com

A full version of this job profile in English can be found at https://www.omhkativikmhb.qc.ca/images/KMHB-Profile_DD_G_MAY2022.EN.pdf

An Inuktitut version is also available at https://www.omhkativikmhb.qc.ca/images/KMHB-Profile_DD_G_MAY2022.IN.pdf

We thank all applicants for their interest. Only those candidates selected for an interview will be contacted.

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Human Resources

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