

## **Now Recruiting: Board of Directors 2025–2026**

### **Times Change Women's Employment Service**

Times Change Women's Employment Service is seeking passionate and dedicated women to join our volunteer Board of Directors. We are a respected women-centred non-profit that provides employment services in Toronto, operating under a policy governance model. We provide services such as job readiness training, job search and interview support, employment counselling and more.

We encourage diverse candidates to apply to better represent the community we serve. Lived experience related to our mission, including as a past client of Times Change, is welcomed and valued. Board members must commit to a minimum of two years on a volunteer basis and are responsible for governing the organization, overseeing strategy development, and providing fiscal and operational oversight.

We are particularly interested in board candidates who can:

- Help drive fundraising strategy, expand our donor base, and support major giving initiatives
- Help advise on human resources policies and best practices in a partially unionized environment

#### **Board member role and responsibilities**

As a Board Member, you will play a critical role in shaping the strategic direction of the organization. Responsibilities include:

- Acting as an ambassador for Times Change's work and mission
- Helping guide the organization's strategic direction, including managing risk
- Attending monthly evening board meetings and participating in ongoing committee work (typically 8-12 hours a month)
- Developing policies which enable the Board to make responsible decisions on fiscal matters
- Committing to a renewable two-year term
- Actively supporting fundraising activities, including leveraging networks to help advance Times Change's mission

#### **Qualifications**

We are seeking diverse candidates with a particular focus on experience in fundraising or human resources. We recognize that no single applicant will have all the qualifications listed below, and we encourage you to apply if you are passionate about our mission and bring some of the following: :

- Experience in fund development, philanthropy, grant writing, donor stewardship, or foundation relations
- Experience in human resources, including managing union negotiations and setting policy
- A network or strong understanding of the charitable or corporate funding landscape in Canada
- Experience in the not-for-profit sector
- Experience with or in employment services
- Experience in organizational strategy and governance
- Experience providing strategic counsel and leadership
- Knowledge of or lived experience with the systemic barriers women face in the workforce; former clients are encouraged to apply
- A positive and collaborative approach to problem solving

### **How to Apply:**

Please send your resume and a brief cover letter outlining your interest to the Nominations Committee at [women@timeschange.org](mailto:women@timeschange.org).