



**JOB ADVERTISEMENT**  
Eva's Initiatives  
**Executive Director**

*Eva's Initiatives ("Eva's") acknowledges the land the organization stands on is the traditional territory of many nations including the Mississauga's of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis peoples. Eva's also acknowledges that Tkaronto is covered by Treaty 13 with the Mississauga's of the Credit and the Williams Treaty signed with multiple Mississauga's and Chippewa bands.*

*Eva's also acknowledges all Treaty peoples – including those who came here as settlers – as migrants either in this generation or in generations past – and those of us who came here involuntarily, particularly forcibly dis-planted Africans, brought here as a result of the Trans-Atlantic Slave Trade and Slavery.*

Eva's is a proud Black legacy organization founded in 1989 by Eva Smith, a Jamaican immigrant, advocate and activist. Today, Eva's is the second-largest shelter provider for youth between the ages of 16 to 24, consisting of four sites located across Toronto. Eva's helps young people move from crisis to stability with the ultimate goal of moving to independence, and works with each young person to develop an achievable action plan, attain their goals, and build strong community connections.

Eva's programs are open to all youth and are culturally responsive and trauma-informed to meet the unique needs of Black youth. Eva's uses anti-Black racism and anti-oppression lenses to centre the needs and experiences of youth experiencing homelessness, placing intentional emphasis on serving Black youth who have been historically and continually underserved and marginalized across the social services spectrum. As an educator, Eva Smith saw the links between education, anti-racism, and the hope for a brighter future for all youth. Mrs. Eva Maud Smith is the organization's north star. But the world Eva's is navigating in her name has also changed. It has grown more complex for the youth who turn to Eva's, and the barriers Eva Smith identified have lost pliability and have become

entrenched. Anti-Black racism and the impacts of colonialism have come home to roost. Poverty, forced migration, homelessness, anti-2SLGBTQIA+ hatred, gender-based violence, substance use, and mental health issues have all taken a firm grip on our social reality, blocking the paths forward for Black and other vulnerable youth that Eva fought to open.

Eva's has a crucial role to play in identifying and addressing these barriers.

It is within this context that Eva's welcomes nominations and applications for the position of **Executive Director** – an opportunity to lead a deeply respected organization while influencing systems-level change across a complex and interconnected sector.

### **About the Opportunity:**

Reporting to the Board of Directors, the Executive Director of Eva's provides visionary leadership, strategic direction, and operational oversight to advance the organization's mission, vision, and values. Guided by a wraparound approach and harm reduction perspective, the Executive Director ensures the efficient and effective management of all programs, shelters, and services, while delivering innovative, high-quality, evidence-based, trauma-informed, and client-centred supports that meet the evolving needs of youth. In addition, the Executive Director operates as a systems leader—working across sectors to address the root causes of youth homelessness, strengthen partnerships, influence policy and funding environments that impact the youth Eva's serves, and build futures where all youth thrive.

Internally, the Executive Director cultivates a collaborative, innovative, high-performance workplace culture that reflects the organization's values and prioritizes staff well-being and professional growth, and leads a dedicated senior leadership team, with direct reports including: Senior Director of Programs and Services, Senior Director of Resource Development and Partnerships, Senior Director of Finance and Administration, Senior Director of People and Culture, and Director of Executive Operations. Additionally, the Executive Director continues a culture that works in support of and collaboratively with the union, Canadian Union of Public Employees (CUPE). As an organization deeply committed to centring the intersectional needs of the youth it serves, the Executive Director plays a critical role

in championing Anti-Racist, Anti-Oppressive practices, and Equity, Diversity, Inclusion, and Accessibility principles, and ensuring the organization maintains a safe and inclusive environment for staff, volunteers, and clients.

As the organization's primary advocate and spokesperson, the Executive Director builds strong relationships with government bodies and community partners, represents Eva's within the community and across sectors, and advocates for systemic change. The Executive Director also plays a key role in fostering relationships with funders, donors, and philanthropic partners to diversify revenue and expand financial sustainability.

### **About the Individual:**

Eva's is seeking a visionary, strategic leader, and values-driven community builder with a passion for and commitment to Eva's mission and vision. You have progressive management experience, ideally within the not-for-profit and/or public sector. You have previous experience working in support of a volunteer board and an understanding of the roles of management and governance. You have financial acumen, knowledge of quality improvement, and a track record of building service excellence. Experience working within a unionized environment is an asset.

You are known for your ability to move from aspiration to action, and demonstrate humility, curiosity, sound judgment, and exceptional communication. You are a highly engaged people-centred leader and have led organizations and/or teams through meaningful change and transformation, building trust and bringing clarity, stability, and momentum in evolving contexts. You bring an understanding of the broader community and social services landscape supporting youth experiencing homelessness and recognize that complex issues cannot be solved by any one organization, program, or sector alone. You are skilled at navigating interconnected systems, and apply a systems leadership approach, balancing operational excellence with advocacy and sector leadership. You are equally comfortable with staff leadership, board relations, community partnership, fundraising, government relations and external advocacy, and can develop and sustaining strong partnerships and relationships that advance organizational goals while contributing to broader systems-level impact.

Candidates must have a demonstrable commitment to social justice, anti-racism,

anti-oppression, diversity, equity, inclusion, and accessibility, coupled with the ability to champion and advocate for Eva's vision of strong and diverse Black youth living in thriving communities with a safe place to call home, with the supports, respect, equity, engagement, and community belonging they need to flourish.

A graduate degree in Business Administration or a related field is preferred, or an equivalent combination of lived, professional, and leadership experience.

To learn more about this impactful leadership opportunity with Eva's, please submit a comprehensive resume along with a cover letter in confidence to Sam Walton, Partner ([sam@griffithgroup.ca](mailto:sam@griffithgroup.ca)) and/or Noshina Choudhary, Senior Consultant ([noshina@griffithgroup.ca](mailto:noshina@griffithgroup.ca)) or visit: <https://griffithgroup.ca/evas-initiatives-executive-director/>.

**Salary Range:** \$200,000 - \$230,000, commensurate with experience.

**Location/WFH:** This opportunity is based in Toronto, Ontario. The Executive Director role is primarily in-person, reflecting the organization's 24/7 service environment; however, the position offers flexibility for occasional remote work, consistent with the responsibilities of a senior leadership role and the needs of the organization.

Eva's is committed to fostering an equitable and inclusive workplace that reflects the diversity of the population it serves. Eva's welcomes and encourages applications from all qualified individuals and values the perspectives and experiences of Black persons, Indigenous persons, racialized persons, women, persons with disabilities, individuals of all sexual orientations and gender identities, and people with diverse lived experiences and intersectional identities.

All qualified candidates are welcome to apply; however, priority will be given to those legally eligible to work in Canada.

Eva's and Griffith Group are committed to an inclusive, accessible and welcoming hiring process that provides reasonable accommodation to all applicants. Please advise Sam Walton ([sam@griffithgroup.ca](mailto:sam@griffithgroup.ca)) should you require any accommodation to participate in the recruitment and/or assessment processes.

**Use of AI:** Griffith Group Executive Search does not use artificial intelligence to

screen, assess, or select applicants for a position.

**Reason for posting:** Upcoming Vacancy. An Executive Director is currently serving in the role until completion of the recruitment process.