

Job Posting - Executive Director

1JustCity — Winnipeg, Manitoba

Location: Winnipeg, MB (Head office, Treaty One Territory)

Type: Full-time, Permanent

Reports to: Board of Directors

Start Date: TBD



About 1JustCity – 1JustCity.ca

1JustCity is an organization founded to strengthen and sustain social justice work in Winnipeg. We support three drop-in community centres in three core neighbourhoods: West Broadway, the West End, and Osborne Village. Our services include daily meals, seniors' programs, laundry, showers, art, Indigenous programming, health-care support, seasonal clothing, and more. During the winter months, we operate an overnight warming shelter, Just a Warm Sleep, at the Osborne Village location.

Each of the drop-in sites (West Broadway, Pimicikamak Wellness Centre, and Oak Table Inc.) serve people experiencing homelessness, food insecurity, addictions, isolation, and those who are excluded because of their race, income, beliefs, or sexual orientation.

Each drop-in provides an opportunity for guests to gain the capacity to build a better life. 1JustCity aims to create inclusive spaces where everyone is accepted and cared for.

Our mission is to create a Winnipeg where everyone is welcomed, supported, celebrated, and empowered. We seek a visionary leader who is rooted in social justice, committed to serving marginalized and Indigenous communities, and excited to both steward and grow the organization's impact.

Key Responsibilities

The Executive Director will:

- Provide strategic leadership, working with the Board of Directors to refine and advance the organization's mission, vision, and strategic plan.
- Oversee all operational areas: programs, service delivery across drop-in sites, housing/eviction prevention, Indigenous cultural programming, warming centre operations, staffing, volunteers.
- Lead financial stewardship: budgeting, financial management, fundraising, grants, grant compliance, reporting, and donor relations.
- Strengthen relationships with stakeholders: Indigenous partners, funders, municipal/provincial government, community organizations, volunteers, and guests.

- Champion organizational culture based on equity, inclusion, trauma-informed practice, anti-oppression lens, reconciliation.
- Ensure policy compliance, safety, legal obligations, and risk management.
- Ensure continuous monitoring, evaluation, and reporting of outcomes, drive improvement and accountability to our funders and community members.
- Represent 1JustCity publicly (advocacy, communications, public speaking) as needed.

Required Qualifications & Skills

- Significant leadership experience (senior management or executive) of over 5 years in a nonprofit or community-based organization, preferably in homelessness, food security, Indigenous programming, or related social justice fields.
- Demonstrated ability in fundraising, donor relations, grant writing, financial oversight.
- Deep understanding of the issues faced by marginalized populations in urban settings: homelessness, mental health, addictions, social exclusion, housing insecurity.
- Strong cultural competency: experience working with Indigenous communities and ability to support culturally appropriate programs.
- Excellent interpersonal, communication, and relationship-building skills.
- Ability to lead staff and volunteers, develop teams, build capacity.
- Strategic thinker with strong organizational, planning, and analytical skills.
- Commitment to trauma-informed care, equity, inclusion, reconciliation.
- Post-secondary education in relevant field (or equivalent professional experience). A degree or related experience in social services is considered an asset.

Desired Attributes

- Empathetic, grounded, resilient, creative and able to work well under pressure.
- Innovative and opportunistic: able to identify new funding, partnerships, community opportunities.
- Transparent leadership with integrity and accountability.
- Collaborative mindset, able to engage with diverse stakeholders.

What 1JustCity Offers

- A mission-driven role with opportunity to make significant impact in the lives of vulnerable people in Winnipeg.
- Supportive Board, committed staff, heavily dedicated volunteer base and strong community presence.
- Opportunity to lead and shape strategy and programs.
- Competitive compensation (commensurate with experience).
- Benefits package, professional development opportunities, supportive work environment and highly competitive pension plan.

Wage Range \$95,000-\$115,000

Application Process

To apply, please submit:

1. A resume highlighting relevant leadership experience.
2. A cover letter explaining your fit with 1JustCity's mission and values, and your vision for leading 1JustCity forward.
3. References.

Send applications to: *hiringcommittee@1justcity.ca* with subject line *"Executive Director Application – 1JustCity"*

Deadline: Jan. 1, 2026.