



# **POSITION PROFILE**

## **Program Director**

### **(Medicine Hat Office)**

<https://redi.ca/>

[www.HumanEdgeGlobal.com](http://www.HumanEdgeGlobal.com)



## Discover the Charm of Medicine Hat, Alberta

Are you seeking a vibrant community that offers a perfect blend of small-town charm and modern amenities? Look no further than Medicine Hat, Alberta. Nestled in the scenic South Saskatchewan River Valley, Medicine Hat is a hidden gem that offers an exceptional quality of life, rich cultural experiences, and an abundance of outdoor adventures. Home to numerous sporting events – WHL team, Medicine Hat Stampede, the Speedway, and a WCBL team.

### Natural Beauty and Outdoor Recreation

Medicine Hat is known for its stunning natural landscapes and over 300 days of sunshine each year, earning it the nickname "The Sunshine City." The city boasts an extensive network of parks and trails, perfect for hiking, biking, and leisurely strolls. Explore the picturesque coulees, river valleys, and the iconic Saamis Tepee, the world's tallest teepee, which stands as a testament to the city's Indigenous heritage. For outdoor enthusiasts, Medicine Hat offers year-round recreational activities. Enjoy golfing at one of the city's top-rated golf courses, fishing or kayaking on the South Saskatchewan River, and winter sports at Hidden Valley Ski Resort. The city's commitment to preserving its natural beauty ensures that you can always find a serene spot to connect with nature.

### Cultural Richness and Community Spirit

Medicine Hat is a cultural hub with a thriving arts scene. The Esplanade Arts & Heritage Centre is a cornerstone of the community, featuring art galleries, a museum, and a performing arts theatre. The city hosts numerous festivals and events throughout the year, such as the Medicine Hat JazzFest, Spectrum Festival, and the Medicine Hat Exhibition & Stampede, bringing residents together in celebration.

### Economic Opportunities and Quality of Life

Medicine Hat offers a robust and diverse economy with opportunities in various sectors, including agriculture, manufacturing, healthcare, and energy. The city's low cost of living, affordable housing options, and excellent healthcare facilities make it an ideal place to settle down and raise a family.

Education is a priority in Medicine Hat, with access to quality schools, including Medicine Hat College, which offers a range of programs and continuing education opportunities. The city's infrastructure and amenities- such as shopping centers, restaurants, and recreational facilities- provide convenience and enhance your daily life. Join us in Medicine Hat and discover why so many people are proud to call this city home.



<https://www.tourismmedicinehat.com/>



## About REDI Enterprises Society

Founded in 1952, REDI (Rehabilitation and Employment for Developing Independence) has grown from a small local initiative into a vital organization that supports over 600 clients annually. Initially focused on providing employment opportunities for individuals with disabilities through a sheltered workshop, REDI has evolved to offer a wide range of services, including supported employment, life and job skills training, and community integration programs. Our commitment to acceptance and integration began with our founders, Mrs. Beth Clarke and Mrs. Ada Williams, who aimed to provide dignity and respect to individuals with cognitive and physical disabilities. Today, REDI operates in Medicine Hat, Lethbridge, Brooks, and Calgary employing over 280 people and managing an annual budget of over \$17 million. REDI strives to find ways to showcase the hidden talents that empowers Individuals to be successful in work, home and in their community. REDI looks for what is possible helping support people to have their aspirations and dreams take flight.



### **Mission:**

At REDI, we believe that every individual has value and deserves to be an integral part of their community. Our programs, such as REDiWorks, REDiConnects, REDiLives, and BIRS (Brain Injury Relearning Services), empower clients to live fulfilling lives and participate meaningfully in society. Through our social enterprise division, REDiVentures, we generate funds to enhance our services and support continuous innovation and improvement. Our collaborative and person-centered approach ensures that we not only support those we serve but also foster a supportive and engaging work environment for our employees.

## About the Opportunity

The Program Director is a new senior management role with broad strategic, operational, and service area responsibility. Specifically, the Program Director oversees the development and coordination of programs and services in accordance with REDI's mandate, strategic and operating plans and in response to community needs. This role has responsibility for input to REDI's strategic agenda and direct leadership responsibility for the agency's programming and service delivery. The Program Director collaborates closely with and reports to the Executive Director in community liaison, overall service planning and funding. The position has financial management responsibilities for service delivery areas and provides direct supervision to Service Delivery Managers.

## The Ideal Candidate

You have a positive attitude and belief that persons with disabilities have the rights and responsibility to define and pursue their life choices, pursuing active participation in the community. You are passionate about your work and understand the opportunities and options available to persons with disabilities while being mindful of cultural and ethnic sensitivity.



You embrace a servant leadership style within the organization and help shape a positive and productive culture. You have a track record of being known for the ability to be flexible, inclusive, possess a good moral compass and are a good listener. You build trusting relationships with your team by being genuine and truly caring about getting to know them.

As an important contributor to the management team, you work hard and are not afraid of taking risks and learning from potential failures. You have a well-developed ability to build and maintain an effective community network, and act as an advocate for the profession in the community.

## **Roles and Responsibilities**

- Participate, as a member of the Management Team, in the overall strategic planning and priority setting for REDI, particularly for service delivery and programming.
- Oversees the development and coordination of programs and services in accordance with REDI's mandate, strategic and operating plans and in response to community needs.
- Works with the Service Delivery Managers and other members of the Management Team to ensure that policies, procedures, and enabling systems are in place and operating effectively to support service delivery and meet accreditation standards.
- Ensure human resource plans are developed and communicated so that appropriately qualified staff resources are available when required to meet REDI's strategic mandate and priorities. This includes providing leadership and support to ensure staff have the required resources to fulfill their roles effectively.
- Collaborating with the Executive Director and Fund Development Coordinator in the development of funding/grant proposals to advance organizational priorities and/or services.
- Collaborating with the Executive Director in the negotiation of funding and other multilateral agreements, and then takes the lead in the management of the agreements.
- Communicate in a professional, timely, accurate, and respectful manner with individuals, families, guardians, staff, and community representatives.
- Work effectively in a team-oriented environment. This includes effective delegation of authority and responsibility.
- Represent REDI and the profession on province-wide and other professional/community committees.

## **Education and Experience**

An undergraduate degree in a relevant discipline (a graduate degree is preferred), preferably in the area of social work, addictions, or mental health.

A minimum of 10 years of growing experience up to a senior leadership level

In-depth knowledge and understanding of the broader community disability services field

A detailed understanding of public sector leadership in the social/community disability services field, service planning and delivery, and the political environment in which services for persons with disabilities are delivered

An operational understanding of relevant general and organization-specific policies, procedures, operational protocols, legislation, professional code of ethics and guideline

Clean Criminal Record and clean Vulnerable Sector Record, or one(s) acceptable to the Executive Director



## **Compensation**

The salary range for this position is \$85,000- \$100,000. A very impressive and comprehensive benefits package is included and will be discussed during the candidate review process.

## **Confidentiality**

In compliance and consistent with the Personal Information Protection and Electronic Documents Act ("PIPEDA"), Human Edge shall respect the privacy and confidentiality of all personal information provided directly or indirectly verbally, electronically or in print throughout the process of candidate engagement in our search assignments.

## **Resume and Cover Letter can be submitted in confidence to:**

Misty Wilson  
Senior Recruitment Consultant, Human Edge Global  
Email: [misty@humanedgeglobal.com](mailto:misty@humanedgeglobal.com)  
[www.humanedgeglobal.com](http://www.humanedgeglobal.com)