



## **Associate Director of Programs – Mennonite Central Committee British Columbia**

*This executive search is conducted by Nelson/Kraft & Associates on behalf of MCC BC*

### **EXECUTIVE SUMMARY**

Mennonite Central Committee BC (MCC BC) is searching for a strategic, analytical, and relational nonprofit leader to join their team as Associate Director of Programs.

The Associate Director of Programs plays a pivotal role in shaping MCC BC's impact. Reporting to the Director of Programs, this position provides strategic and operational leadership across MCC BC's program portfolio—mentoring program leaders, strengthening internal systems, and guiding Planning, Monitoring, Evaluation, and Reporting (PMER) to ensure learning, accountability, and continuous improvement.

This is a meaningful opportunity for a thoughtful, mission-aligned leader who brings a strong foundation in program oversight and development, along with the entrepreneurial mindset to grow systems, scale outcomes, and respond to evolving community needs. Whether you are a seasoned leader or an experienced professional ready to take on broader responsibility, this role offers the chance to lead with purpose in a respected, values-driven organization.

The Associate Director will also have the opportunity to shape MCC BC's future and continued growth through participation in senior leadership discussions and representing the organization in provincial and national networks, expanding the reach and relevance of MCC's work across communities.

If you are an experienced leader with a mind for analyzing and utilizing data, a high level of emotional intelligence, and you align with the values and convictions of MCC, we would love to connect with you!

### **WHO WE ARE**

Mennonite Central Committee (MCC) is a global, Christian faith-based organization committed to relief, development, and peacebuilding in over 45 countries. In British Columbia, MCC BC advances this mission by generating resources and delivering programs that meet pressing local needs—addressing poverty, homelessness, refugee resettlement, Indigenous reconciliation, social exclusion, and domestic violence. With a combined annual budget of \$2.3 million and a team of 20 staff, MCC BC's programs create lasting, community-based impact grounded in values of compassion, justice, and service.

## **MCC BC's Program Areas:**

**Welcoming Refugees** – As newcomers arrive on our doorstep, they face incredible challenges. Through refugee sponsorship, MCC supports these families, giving them the tools they need to thrive as they rebuild their lives.

**Ending Abuse, Healing Relationships** – Our End Abuse program acknowledges the profound impact of abuse, leading to loss, fear, isolation, and despair. Through women's support groups, men's accountability groups, and public engagement, we work toward restoration and reducing cases of abuse in our communities.

**Homelessness Prevention & Outreach** – Through our Rent Bank, Circle of Friends, weekly meals, and partnerships with local services, we provide support and cultivate a community of inclusion, walking alongside our neighbours experiencing homelessness on a journey toward wholeness.

**New Foundations (Victoria, BC)** – Through workshops and one-on-one mentoring, the New Foundations program teaches newcomers financial literacy, life skills, and job search skills for successful integration into Canadian society.

**Community Connections (Prince George, BC)** – This program focuses on growing safe and strong communities, building healthy relationships among community partners and residents of low income apartments in Prince George. Program activities include community gardens, potlucks, cultural events, after-school clubs, and more.

**Indigenous Neighbours** – This program strives to build respectful relationships between Indigenous and non-Indigenous people, acknowledging past injustices. As Christians, we aim to respond meaningfully by walking alongside churches and local Indigenous communities.

## **QUALIFICATIONS**

### **Required**

- Minimum of 5 years' experience in the social services or community development sector, or equivalent leadership experience with transferable skills from the public or private sector.
- At least 3 years of experience in management or a supervisory role involving team leadership, program oversight, or strategic execution.
- Demonstrated experience with strategic planning, program design, innovation, monitoring and evaluation, as well as the budgeting process and annual planning cycles.
- Strong analytical and systems-thinking skills; experience using data for evaluation, continuous improvement, and reporting impact.
- Exceptional communication skills—able to lead meetings, write reports and proposals, manage the grant process, and represent MCC with clarity and credibility.
- Bachelor's degree in a related field (e.g., social work, community development, public administration, business); master's degree, preferred.
- Deep understanding of the systemic nature of poverty and marginalization, and a strong desire to serve communities impacted by these issues.

**Preferred/Strong Assets**

- Experience working in or alongside government-funded programs, social enterprises, or corporate social responsibility initiatives.
- Strong community engagement, partnership-building, and asset-mapping skills.
- Proven ability to lead collaboratively in multi-stakeholder environments where influence is built through trust, not just authority.
- Familiarity with program management databases and evaluation software (e.g., Apricot, Salesforce, Insight, etc.).
- Entrepreneurial mindset with a track record of innovation, adaptability, and resourcefulness.

**Cultural & Faith Alignment**

- Support for MCC's Christian faith foundation and ability to engage respectfully in conversations around the biblical call to peace and justice.
- Understanding and commitment to equity, inclusion, and cultural humility in programs and the workplace.
- Active participation in a local faith community and a willingness to use personal gifts in that context.
- Satisfactory criminal record check is required for work with vulnerable populations.

**Location:** Abbotsford, BC

**Application Deadline:** August 4, 2025

**Start Date:** TBD

**Salary Range:** \$85,000 - \$100,000

**APPLY** online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.

**ABOUT US**

[Nelson/Kraft & Associates Inc.](#) is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

*Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position. Nelson/Kraft & Associates Inc. is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.*

*Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the*

*selection process. If you require disability-related accommodation during the recruitment process, please contact us.*