



## We're hiring a Manager of Community Inclusion Richmond BC

Spark your passion, ignite change!



Bring your leadership to a role where people and purpose come first. At Aspire Richmond, you'll join a values-driven nonprofit supporting adults with developmental disabilities to live with dignity, belonging, and real choice. You'll be part of a team that leads with inclusion, invests in staff, and works alongside families and community partners to make lasting changes.

With deep roots in the Richmond community, we bring 40 years of program delivery and nearly 400 employees together around one purpose: creating communities where everyone belongs. We live our commitment to inclusion through strong relationships, practical advocacy, and everyday kindness and we aim to treat our employees with the same care and respect as the individuals we support. Along with work that matters, you can expect flexibility, robust professional development, comprehensive compensation, and room to grow.

### **Manager of Community Inclusion (Adult Day Program) – Full-Time 37.5 Hours per week Salary \$71,000~ \$75,000 per year**

Our Community Inclusion Programs are a busy, vibrant part of Aspire Richmond, focused on meaningful community participation and the best possible outcomes for the people we support. As a Manager of Community Inclusion (Adult Day Program), you'll step into a hands-on leadership role where relationships, quality, and sustainability all matter. You'll provide steady direction for program design and delivery, partner closely with families and community networks, and coach and support a team delivering day-to-day services with care and consistency. You'll also oversee case management, coordinate with internal and external partners, and ensure administration and compliance are completed to a high standard.

#### **WHAT YOU'LL LEAD & SUPPORT**

- Lead day-to-day operations with care and clarity, including staffing plans, scheduling, and thoughtful expense management.
- Set a high bar for quality and safety while supporting services that promote dignity, choice, and supported decision-making.
- Champion community inclusions support people to build meaningful relationships and live self-determined lives, surrounded by natural support.
- Build respectful, collaborative relationships with individuals, families, and support networks—sharing updates, listening well, and working through concerns together.
- Strengthen person-centred planning by supporting individuals to set goals grounded in their preferences, culture, values, and aspirations.
- Lead, coach, and develop a staff team, building a culture where people feel supported, accountable, and proud of the work they do.
- Contribute to budgeting, continuous improvement, and policy development, helping the program stay strong, sustainable, and responsive to the people we serve.

#### **WHAT YOU'LL BRING**

You're an experienced leader who brings a steady, people-first approach and you care deeply about supporting adults with developmental disabilities through person-centred practice. You also bring:

- Relevant post-secondary education in social services, human resources, or a related field or an equivalent combination of education and lived professional experience.
- Five to seven years of progressive experience in the field, including program and/or people leadership accountabilities.
- Strong communication, problem-solving, and critical thinking skills.
- Ability to build a strong, respectful team and address personnel and performance matters fairly and consistently, with cultural humility and sensitivity to diverse backgrounds.
- Demonstrated strength in planning, program development, and implementing improvements in service delivery.
- Ability to build strong working relationships with professionals, families, and community organizations to ensure services align with individual goals and best interests.
- Proficiency with Microsoft Office; experience with Share Vision is an asset.

Aspire Richmond offers a continuum of support across the lifespan, including early intervention for infants and children, child and youth care, adult day and residential services, employment options, and more.

We offer extensive professional development so you can make a meaningful impact right away and keep growing as a leader. If you share our passion for building a community where everyone belongs, we'd love to hear from you. Our work is rooted in trust, openness, fairness, respect, responsiveness, and continuous learning.

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