



OPPORTUNITY BRIEF



Director, Human Dynamics and Volunteer Services Hybrid / Dartmouth, NS

SEARCH CONDUCTED BY PLACEMAKING 4G



STATEMENT OF INTENTION

At Feed Nova Scotia, we prioritize cultivating a diverse and inclusive workforce, understanding its critical role in driving innovation and fostering a sense of belonging. Our commitment extends to creating a work environment that authentically represents the communities we serve.

We actively encourage submissions from those identifying as African Nova Scotian, Mi'kmaq, Black, racialized, Indigenous/First Nation, a person with disability, 2SLGBTQIA+, and newcomers to Canada. We invite you to share this information in your cover letter or resume, and we invite you to express your pronouns.

Moreover, we collaborate closely with the P4G search team, who are dedicated to creating a safe space for you to openly discuss your experiences, preferences, and any accommodations that may support you. This partnership ensures that your information is handled with sensitivity and respect.

HISTORY

Feed Nova Scotia opened its doors in 1984 as the Metro Food Bank Society, with the mandate to provide emergency food relief within Metro Halifax. The volunteer staff served 12 member food banks and meal programs. In 2002, at the request of our member agencies, Metro Food Bank Society became the umbrella organization for food banks across the province. In 2005, we rebranded as Feed Nova Scotia.

After over 30 years in operation— now supporting 140 member agencies— Feed Nova Scotia recognizes the need is growing, and they can't feed their way out of it. While Feed Nova Scotia continues to address food insecurity by supplying emergency food support, it is also working to find **long-term solutions** to hunger and poverty in Nova Scotia.





ABOUT FEED NOVA SCOTIA

Food is not the solution to food insecurity.

People need support today. Knowing this, Feed Nova Scotia collects and distributes approximately three million kilograms of food annually to 140 member food banks, meal programs, and shelters across the province. It also supports its member agencies as they build capacity to serve their communities.

While Feed Nova Scotia helps Nova Scotians meet a very basic need, it raises awareness of the root causes of food insecurity—things like **systemic racism**, **low wages**, **inadequate income support**, and **unaffordable housing**. Feed Nova Scotia advocates for sustainable, policy-based solutions that will allow everyone to live a life of dignity and prevent anyone from relying on charitable band-aids to address human rights.





THIS MOMENT, THIS POSITION

Feed Nova Scotia is at a pivotal moment in our journey, deepening our commitment to systemic change and fostering a workplace where equity, inclusion, and belonging thrive. As we evolve, we recognize the opportunity to strengthen both our people and culture initiatives and our foundational Human Dynamics practices—ensuring we better support our team and the communities we serve.

We are seeking a Director of Human Dynamics & Volunteer Services to lead this transformation, embedding JEDDI (Justice, Equity, Diversity, Decolonization, and Inclusion) principles across all aspects of our organization while strengthening Human Dynamics foundations that cultivate trust, fairness, and transparency.

This role is an opportunity to shape the future of our organization, ensuring our people strategies reflect our values, support employee well-being, and create an inclusive, dynamic workplace. This role will also provide strategic oversight and care for our volunteer program—honouring the time, energy, and dedication of volunteers across the province. With thousands of hours of service contributed each year, this work is essential to ensuring our operations reflect our values and our connections to community.

The ideal candidate is passionate about fostering an equitable and just workplace, driving meaningful cultural change, and implementing people strategies that empower employees and strengthen organizational culture.



56%
of food bank clients
sacrificed food to
pay for prescription
medications.



HOW YOU'LL CONTRIBUTE

Culture, People & Systemic Change

- Lead the development and implementation of a JEDDI strategy that aligns with our mission and values.
- Champion anti-racism, accessibility, and reconciliation, embedding systemic change across all levels of the organization.
- Foster a workplace culture rooted in psychological safety, well-being, and trust.
- Support leadership and staff through coaching, facilitation, and restorative practices that build connection and accountability.

HR Foundations & Policy

- Review and update HR policies to ensure legal compliance, clarity, and alignment with JEDDI principles.
- Create transparent, accessible processes for feedback, accommodations, and conflict resolution—including options for confidential reporting.
- Guide hiring, retention, and promotion practices that remove systemic barriers and support equity.

Talent & Development

- Build equitable onboarding, mentorship, and leadership development programs.
- Oversee a probation check-in process and ensure opportunities for growth and feedback at all levels.
- Support professional development through access to training, sponsorship, and learning stipends.

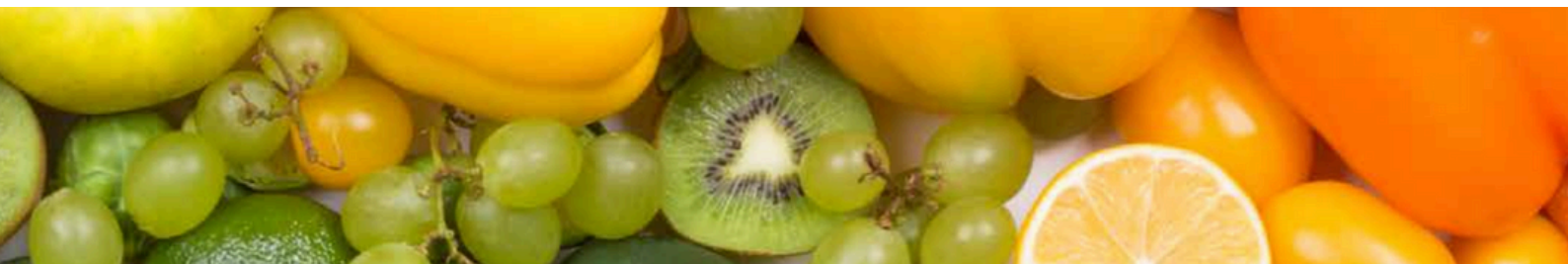
HOW YOU'LL CONTRIBUTE CONTINUED

Volunteer Engagement

- Provide strategic oversight of the volunteer program, ensuring inclusive, meaningful engagement across all roles.
- Collaborate across teams to align volunteer needs and expectations with organizational goals.
- Celebrate volunteer contributions and adapt practices to reflect JEDDI values and community connection.

Role Clarity, Compensation & Wellness

- Lead reviews of job descriptions and compensation to ensure transparency and equity.
- Conduct pay audits and support the implementation of fair, values-aligned salary structures.
- Develop wellness initiatives that reflect a holistic view of employee well-being, including mental health and cultural safety.



WHAT WOULD HELP YOU SUCCEED

- A deep commitment to justice, equity, diversity, decolonization, and inclusion.
- Experience leading cultural transformation and systemic change within organizations.
- Strong background in HR, organizational development, or a related field, with a demonstrated ability to center JEDDI principles in all areas of work.
- Experience developing and implementing policies that promote equity and dismantle systemic barriers.
- Proven ability to foster an inclusive, psychologically safe, and collaborative workplace culture.
- Strong facilitation, coaching, and conflict-resolution skills.
- A relational approach that prioritizes listening, humility, and co-creation.
- Lived experience that provides insight into the systemic barriers faced by historically excluded communities is considered a strong asset.

THE PACKAGE

Salary \$100,000 - \$120,000

Benefits *Yearly Performance Bonus, RRSP Matching, Health Benefits, Vacation Days/Paid Time Off (4 weeks vacation to start)*

Location *67 Wright Avenue, Dartmouth Nova Scotia B3B 1H2*

What to Expect:

Hiring processes often reflect systems that don't work for everyone. At Placemaking 4G, we believe recruitment should be relational and affirming. We're working with Feed Nova Scotia to ensure candidates are respected, informed, and supported throughout.

- We closely review all applications and read each cover letter (we promise).
- If you are selected as a top candidate, expect an invitation to chat with a Lead Placemaker from P4G. This is someone who treats the recruitment process non-traditionally. We want to get to know what inspires you.
- Selected candidates will proceed to a virtual interview with the Lead P4G Placemaker and 2-3 organization representatives.
- Finalists may participate in a second-round interview or skills activity (virtual or in-person).
- P4G will check employment references and assist in presenting an offer to the successful candidate.

Apply now by
[Clicking Here!](#)

*Applications will be accepted until
April 21, 2025 at noon AST.*

*Please include a cover letter that
speaks your experience and offers a
glimpse of your personality.*



Have questions about the role?

Reach out to the Lead Placemaker at P4G to learn more.

Amanda McNutt
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