



CANADIAN
UNITARIAN
COUNCIL

CONSEIL
UNITARIEN
DU CANADA

Canadian Unitarian Council

SOCIAL JUSTICE LEAD

Job Description

CONTRACT POSITION: Six months at 30 hours/week

The Social Justice Lead staff has overall responsibility for the social justice initiatives of the Canadian Unitarian Council. This currently includes the Truth, Healing and Reconciliation initiative, social justice action groups, and the National Social Justice Team.

The SJ Lead monitors areas of social justice in Canada and internationally which are of interest to Canadian Unitarian Universalists, including the environment, Indigenous matters, peace, racial justice, economy, gender rights, criminal justice, affordable housing, democracy, and other areas. The SJ Lead will recommend actions to be taken in any of these areas when the need arises, and will work closely with the National Voice Team on statements and letters.

The SJ Lead works with UU congregations and communities to support and enhance their social justice work, to provide connections amongst them, and to amplify local efforts whenever possible.

The SJ Lead also works collaboratively with CUC staff team members to ensure that there is a social justice lens applied to CUC programming and events, and to coordinate and plan social justice content and initiatives, especially those involving youth and young adults.

REPORTING: This position reports to the Executive Director.

JOB RESPONSIBILITIES:

- Monitor social justice issues and recommend necessary action
- Provide leadership and coordination of CUC social justice initiatives and activities in keeping with the CUC's strategic priorities
- In collaboration with Communications Manager and the National Voice Team, coordinate preparation and distribution of communications to all levels of government and UU congregations as necessary
- Participate in the CUC's Resolutions Process as necessary and appropriate
- In collaboration with Communications Manager, share current information on CUC social justice activities to staff and Board, congregations, and on social media
- Coordinate the work of the National Social Justice Team, providing a leadership role
- Communicate with congregations and communities about social justice initiatives, providing support and enhancement where needed and where possible
- Part of CUC staff team in working on programming and initiatives



- Other duties related to social justice as required

CORE COMPETENCIES

- Communication
- Leadership
- Strategic thinking
- Organization & Planning
- Problem solving
- Development & Continual Learning
- Creative & Innovative Thinking
- Decision Making
- Adaptability
- Diplomacy & Social Skills
- Team Work
- Volunteer Engagement
- Facilitation & Presentation
- Timeliness & Accountability
- Results orientation

REQUIREMENTS

- Post-secondary education in a related field, or the equivalent of 3 – 5 years in work and life experience
- A deep commitment to social justice issues
- A thorough understanding of Canadian UU principles and sources and congregational dynamics
- A working knowledge of past Canadian UU social justice resolutions
- Excellent interpersonal and relationship-building abilities
- Strong communication skills, both written and verbal, with a fluency in computer and web platforms and applications
- Proven facilitation and leadership skills
- Ability to coordinate activities and meetings on local, regional and national levels
- Organized and detail-oriented
- Event/project management experience
- Ability to analyze information, and recommend courses of action to be taken.
- Ability to work well under pressure, deliver excellent results and multi-task
- Ability to work independently and remain self-motivated
- Ability to think strategically and to develop effective work plans
- Well-developed people skills – sensitivity, tact, diplomacy, conflict resolution, professionalism
- Strong work ethic and great team spirit
- Experienced with volunteer recruitment, retention and support

WORKING CONDITIONS

- Travel is required to in-person Board and staff meetings twice a year, the CUC's National Conference every other year, and to regional and other CUC events requiring the presence of the SJ Lead



- Home office or in CUC office based in Toronto
- Flexibility to work evenings, weekends and overtime as required

COMPENSATION AND BENEFITS:

Level of compensation is commensurate with experience and skills, and in keeping with fair compensation guidelines. After a satisfactory probationary period, this position is entitled to the CUC benefits package, which includes RRSP contributions and health benefits.