

JUSTICE FOR GIRLS

Leadership Development Specialist

(Full-time, grant-funded, 10-month term)

Start date (preferred): As soon as possible

Deadline: May 6, 2026

Location of Work: In person at Justice for Girls Office in Vancouver

Type of Employment: 10-month contract

About Justice for Girls: Justice for Girls is a Canadian non-profit organization and registered charity which promotes equality, freedom from violence, social and environmental justice, and the health and wellness of teenage girls who live in poverty.

Position Overview: The Leadership Development Specialist will lead the design, implementation, and institutionalization of Justice for Girls' intergenerational feminist leadership model, ensuring sustainable pathways for girls and young women from lived experience into advocacy, governance, and organizational leadership.

This role is central to advancing JFG's national impact by strengthening internal systems that support girls' leadership, staff sustainability, and long-term organizational resilience.

Key Responsibilities

- **Leadership Development:** Evaluate, update and implement a girls/young women's leadership plan aligned with JFG's values, policies and WAGE grant objectives, and the girls' leadership framework.
- **Coordinate the JFG Girls Advisory Council:** Schedule meetings, recruit members (priority given to Indigenous girls/young women), design learning resources, capture insights, and ensure girls' meaningful consultation on a broad range of issues impacting the lives and rights of girls who live in poverty.
- **Build Internal Leadership Pathways:** Offer quality mentorship, and capacity-building activities (training, education for advisors, interns, staff and volunteers).
- **Manage and Track Program Outcomes:** Monitor milestones, collect evidence of leadership development impact, write progress reports for the grant, and contribute to final evaluation.

- National Coordination & Strategy: Support expansion of a national network of girls and young women leaders, contribute to long-term sustainability planning and funding strategies and align leadership development with JFG's federal advocacy priorities
- Liaise with partners and consultants to deliver leadership-related activities (e.g., Indigenous leadership advisor) on time and within budget.
- Oversee ethics, safety, and ensure practice and in leadership programming.
- Contribute to knowledge sharing: design dissemination materials, toolkits, and learning resources; manage internal knowledge repositories.
- Collaborating internally to identify and develop ongoing funding opportunities for girls' leadership programs.

Skill Requirements:

- Demonstrated knowledge of human rights and feminist advocacy frameworks is an asset.
- Proven ability to engage and support teen girls.
- Strong commitment to equality and reduction of systemic barriers to girls who live in poverty.
- Demonstrated ability to design leadership programs and manage complex projects with budgets.
- Knowledge of issues facing teen girls who live in extreme poverty and violence.
- Ability to critically evaluate sources of information to assess credibility.
- Basic knowledge of social science research methods, strong research skills. Experience conducting primary research is an asset.
- Knowledge and understanding of the international and domestic human rights systems is an asset.
- Excellent organizational and time management skills.
- Highly motivated by social justice issues, particularly Indigenous rights, girls and women's equality, environmental justice, housing security, anti-poverty and anti-violence work.

Qualifications

- Education: Bachelor's degree in education, public policy, social work, nonprofit management, Indigenous studies, or related field; advanced degree preferred. Candidates that don't meet the education qualifications but demonstrate required knowledge and skills, as well as relevant experience are encouraged to apply.
- Experience: 5+ years in relevant experience (i.e. nonprofit program development, or program leadership; mentoring/working with youth, advisory groups and Indigenous communities)

Core Competencies

- Leadership development design and delivery
- Youth engagement and mentorship
- Program development and evaluation
- Stakeholder collaboration and partnership development
- Project management, budgeting, and reporting
- Strong written and verbal communication

Compensation: \$64,000 (grant-funded)

How to Apply: Interested candidates should submit a resume, cover letter, and references to info@justiceforgirls.org with the subject line "Leadership Development Specialist Application - Justice for Girls".

Deadline: Application will be open till **May 6, 2026**.

Justice for Girls is an equal opportunity employer. We encourage applications from individuals of all backgrounds and experiences.