Child Development Institute (CDI) 
Associate Director, Operations – Scaling, Research and Development (SRD)

Child Development Institute (CDI) acknowledges that the land on which they work is the traditional territory of many nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, the Wendat and the Métis peoples. They also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit. This land continues to be home to many diverse First Nations, Inuit and Métis peoples. CDI is committed to working in partnership with Indigenous peoples to make measurable progress toward Truth and Reconciliation. CDI affirms this commitment in deep gratitude for the opportunity to live and work on this land.

The Child Development Institute (CDI) is a Canadian charity that has built brighter futures for at-risk children and their families since 1909. CDI provides direct services to communities in Toronto and has scaled the delivery of its signature evidence-based programs across Canada and internationally through a growing network of affiliates. Built on a legacy of more than 100 years of helping children and families, CDI is an accredited mental health agency and childcare provider.

At the heart of their approach lies a deep focus on families, prioritizing the well-being of all clients as well as tailoring services to their unique strengths, needs, and challenges. CDI’s mission is to empower clients by recognizing their abilities, equipping them with the necessary tools to thrive, and providing unwavering support in overcoming obstacles. It is within this context that the CDI invites nominations and applications for the role of Associate Director, Operations – Scaling, Research and Development (SRD), a position that will have an indelible impact on the future of the organization.

The Associate Director, Operations – SRD, will work closely with CDI’s Director, Program Scaling and Strategic Partnerships to help execute the strategic design and implementation of innovative enhancements of CDI’s programs, redefining standards and driving the organization’s unwavering commitment to delivering excellence in care. With a key focus on nurturing and sustaining robust connections with external partners, the Associate Director will maintain the confidence of funders through effective reporting, aligning program initiatives with core priorities, and fostering seamless collaboration across CDI’s teams. This role holds significant importance in generating valuable recommendations, furthering CDI’s mission, and inspiring a culture of continuous improvement in the sector.
Qualifications

Among the qualifications being sought in candidates, the incoming leader must understand and believe—intrinsically—in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibilities. While all interested individuals are encouraged to apply and, in so doing, share how they see themselves adding value to the CDI environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success: A) several years of experience in progressively senior roles related to the delivery and enhancement of research and development activities or operations in an institutional, clinical, social services, mental health, or related sectors; B) team management experience and the ability to navigate complexity and provide compelling solutions to challenges that arise; C) a history of delivering excellent work in a range of environments and circumstances and a reputation for being recognized as a leader who adds tremendous value to both their teams, customers, and companies; D) a deep and abiding commitment to advancing CDI’s anti-racism, equity, diversity and inclusion efforts; E) deep project management abilities.

How to Apply

CDI is an Equal Opportunity Employer valuing inclusivity & diversity in the workplace. They actively encourage applications from members of groups with historical and/or current barriers to equity. CDI is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. All interested applicants can send their resume to Helen Mekonen or Jessica Horton by e-mailing jhorton@bipocsearch.com or can apply through the BIPOC Executive Search mobile app.

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Jessica Horton aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.