



Director, Programs & Community Impact

Calgary, Alberta | Full-Time | Senior Leadership Position

Are you a strategic leader who is passionate about strengthening communities and creating measurable social impact?

The Federation of Calgary Communities is seeking an experienced, collaborative, and innovative **Director, Programs & Community Impact** to lead a diverse portfolio of community programs, placemaking initiatives, capacity-building services, and impact measurement activities that support community organizations across Calgary.

As a member of the senior leadership team, you will guide the delivery of high-impact programs, oversee talented multidisciplinary staff, strengthen relationships with community stakeholders, and ensure grant-funded initiatives achieve meaningful outcomes for the people and organizations we serve.

This is an exciting opportunity for a leader who enjoys balancing strategy and operations, inspiring teams, and translating vision into measurable community impact.

About the Role

Reporting to the **Executive Director**, the Director, Programs & Community Impact leads the organization's mission delivery across programs, placemaking, education, capacity building, financial literacy, and community impact measurement.

The role provides strategic leadership for program development and implementation while ensuring strong performance management, grant compliance, reporting excellence, and continuous improvement across all areas of responsibility.

Key accountabilities

- Program strategy and annual workplan aligned to Board priorities and community needs.
- Oversight of placemaking and grant-funded program delivery (scope, timelines, outcomes).
- Leadership of capacity building and financial literacy as program services (curriculum, delivery quality, reach). Support this work as needed on the front line.
- Manage Urban Planning work plans and support technical contributions by compiling responses; ensure Council engagement follows ED authorization protocol.
- Communications infrastructure: oversee organizational communications function and workflow
- Supervise program staff; manage workloads, schedules, and performance.
- Outcome measurement: define KPIs, collect evidence of impact, and report results.

- Collaborate with executive director to write funding proposals and complete outcomes reporting; ensure deliverables are met.
- Continuous improvement: refine program models, tools, and community supports.

What Success Looks Like

In this role, you will:

- Seek grants and deliver grant-funded projects on time and achieve outcome targets.
- Strengthen community and member engagement.
- Improve program effectiveness and operational efficiency.
- Build and retain a high-performing, motivated team.
- Produce clear, credible, and meaningful impact reporting.
- Help communities become stronger, more resilient, and better equipped to serve residents.

What You Bring

Required Qualifications

- Minimum 7 years of progressively responsible leadership experience in community development, nonprofit programs, public service, or a related field.
- Demonstrated experience managing complex, multi-project program portfolios.
- Experience leading grant-funded initiatives and outcomes reporting.
- Strong team leadership, coaching, and people management skills.
- Excellent project management and organizational abilities.
- Experience working with diverse stakeholders, including community organizations, government partners, funders, volunteers, and professional staff.
- Outstanding written, verbal, and presentation skills.

Preferred Qualifications

- Experience in community development, placemaking, urban planning, nonprofit leadership, or social impact initiatives.
- Knowledge of outcomes measurement, evaluation frameworks, and impact reporting.
- Experience working with municipal government processes and community engagement.
- A passion for strengthening communities and supporting local nonprofit organizations.

Why Join the Federation?

For over 65 years, the Federation of Calgary Communities has worked alongside community organizations to build stronger neighbourhoods, support volunteers, strengthen governance, improve financial sustainability, and create vibrant places where people connect and thrive.

Joining our team means becoming part of a mission-driven organization that values collaboration, innovation, accountability, and community impact.

If you are excited by the opportunity to lead meaningful change and help communities succeed, we encourage you to apply.

Apply by: Friday, November 6, 2026

To apply: Send your cover letter and resume to board@calgarycommunities.com, along with our salary expectations.

The Federation of Calgary Communities is committed to equitable and inclusive hiring practices and welcomes applications from all qualified candidates.

We thank all applicants for their interest; however, only those selected for an interview will be contacted.