

Job Posting

Bilingual Facilitator

Organization

Egale Canada

Department

Learning

Reports to

Manager of Learning

Term

Full Time

Location

120 Carlton St, Toronto / Remote

Application deadline

May 16, 2022 at 4:00PM EDT

Apply to

jobs@egale.ca, cover letter required (see details)

Who we Are

Egale is Canada's leading organization for 2SLGBTQI people and issues. We improve and save lives through research, education, awareness, and by advocating for human rights and equality in Canada and around the world. Our work helps create societies and systems that reflect the universal truth that all persons are equal and none is other.

Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia, and all other forms of oppression, so that every person can achieve their full potential, free from hatred and bias.

Egale is committed to equity diversity inclusion and decolonization (EDID) and encourages applicants committed to assisting us in expanding and growing in this regard. In addition, we encourage applications from women, Black ethno-cultural groups across the African Diaspora racialized as Black, racialized minorities, First Nations, Métis and Inuit peoples, Indigenous peoples of North America, persons with disabilities, 2SLGBTQI persons and other historically marginalized groups.

The Opportunity

Reporting to the Manager of Learning, the Bilingual Facilitator is responsible for delivering Egale's educational programs to adults in various workplace settings, inputting to design of curriculum, and providing coaching and guidance to Egale's external roster of facilitators. The Bilingual Facilitator is an established leader in learning who delivers excellent and engaging training programs while also acting as a consultant for curriculum development and workshop creation. The ideal candidate is an experienced practitioner in facilitation and training who works strategically to create and deliver workshops that promote 2SLGBTQI equity and inclusion.

Core Duties & Responsibilities

- Deliver Egale's core educational programs to adults in a variety of workplace settings; using blended delivery methods (in person, online, synchronous and asynchronous).
- Travel on-site to various client workplaces (as needed) to deliver in-person training, including domestic and possible international mandates.
- Provide input and lend expertise as a subject matter expert to the development of curriculum by Egale's instructional designers and/or partners.
- Modify curriculum to accommodate special requests by clients, when needed.
- Provide ongoing input, coaching and guidance to Egale's roster of external facilitators.
- Strive to continuously refine delivery approaches and techniques to ensure the needs of Egale's clients are met, and feedback from learners is implemented.
- In consultation with the Manager of Strategic Partnerships, source opportunities and deliver presentations at conferences, workshops and symposia to showcase work of Egale and 2SLGBTQI issues, in consultation with Egale's Business Development team.
- Work with the Senior Learning Evaluation Officer to review pre and post session reports.
- provide and/or contribute to reports, statistics, written narratives and other administrative documentation as required for funding and organizational reports and materials, including training pre and post surveys/reports, in collaboration with Egale's learning evaluation officer.
- Other duties, as directed, for the delivery of the Department's strategic priorities and/or to meet key deadlines.

Education

- Completion of post secondary degree in education, social science or other relevant field required.
- Advanced degree (Master's or Ph.D) considered an asset.
- An equivalent combination of education and experience may be considered.

Experience

- Minimum of 5+ years as a professional facilitator working with an adult audience.
- Expertise and/or lived experience around 2SLGBTQI equity and inclusion.
- Proven experience facilitating training sessions to adults using blended formats, in person and online (synchronous and asynchronous).
- Proven experience designing curriculum and providing subject matter expertise around effective learning approaches for adults.

Knowledge

- Excellent knowledge of principles and methods for adult learning and instruction of adults.
- Knowledge of interactive media and web-based learning applications for material development (authoring) and delivery (virtual classrooms, learning management systems).
- Knowledge of Anti-Racism and Anti-Oppression frameworks, intersectionality, principles of equity, diversity, inclusion, and decolonization (EDID) and human rights more broadly.
- Knowledge of Microsoft Office applications, including Project and SharePoint.

Abilities/Skills

- Exceptional group facilitation, presentation and communication skills.
- Strong interpersonal and relationship building skills.
- Fluently bilingual in French and English (oral and written).
- Proven ability to multi-task in a busy environment and work well under pressure.
- Willingness to work with flexibility, including working alternative hours and changing priorities.
- Valid Drivers Licence.

Salary Rate: As per the Collective Agreement.

This position offers a competitive salary, a comprehensive benefits package, a diverse and inclusive work environment, professional development opportunities, paid personal days, 3 weeks vacation, remote work option, flexible schedule, and the potential for further advancement within the organization.

How to Apply

Egale is doing amazing things and we want you to be part of our team and continued success! If you have a good understanding of 2SLGBTQI communities and priorities, and want to help direct change, please submit an electronic copy of your resume/CV and a cover letter with subject line "Application for Bilingual Facilitator" before May 16, 2022 at 4:00PM EDT to jobs@egale.ca.

Deadline to apply: May 16, 2022 at 4:00PM EDT

Egale's Statement on Employment Equity and Diversity

Egale Canada is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.

Egale welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.