



Executive Director – BC Family Hearing Resource Society

Our Organization

The BC Family Hearing Resource Society has been offering support and resources throughout British Columbia to deaf and hard of hearing children, their families, and community service providers for over twenty-five years. We promote evidence-based decision making at both the individual and programme level and we work to ensure families have full and complete information about their options. We are becoming an internationally recognized centre of excellence in our work with Deaf and Hard of Hearing children and their families, a pioneer in the use of technology, and a training and research centre for professionals in the field. We also support a local programme for children who have speech and language learning challenges unrelated to hearing loss, the Surrey Early Speech and Language Program.

For many years we have worked closely with the University of British Columbia and have recently expanded the mandate of the BC Family Hearing Resource Society to include research in the area of early intervention with deaf and hard of hearing children and their families. In 1997 the BC Family Hearing Resource Society published the book *My Turn to Learn: A Guide for parents of young deaf and hard of hearing children*. This book was completely revised in 2006 and is in the process of being translated into five additional languages. It is recognized internationally and is used as a valuable tool in many educational institutions.

The BC Family Hearing Resource Society employs 20 people in Surrey, a suburb of Vancouver, British Columbia.

Qualifications:

- University degree and experience in early intervention with very young deaf and hard of hearing children and their families.
- Background in oversight of community programs supporting young children with special needs.
- Demonstrated ability to communicate effectively with a wide variety of individuals and to collaborate with diverse groups in order to achieve desired results.
- A high level of negotiation, organizational and communication skills
- Creativity and problem-solving ability
- Demonstrated experience in fiscal management.
- Flexibility to work a variable schedule.
- Demonstrated high ethical standards and sound judgment.
- Ability to see the “big picture” and formulate strategic strategies to foster agency stability and respond to challenges and opportunities.
- A car and valid BC Driver’s license is required.

Duties and Responsibilities:

- Reporting to the Board of Directors, the Executive Director has overall responsibility for the continued success of its programs and services as well as agency leadership and fiscal oversight. The Executive Director works closely with the Director of Administration.
- Spearheads development, communication and implementation of effective growth strategies and processes and the development and implementation of new programs and special projects to meet emerging needs.
- Provides critical linkages with senior managers of MCFD and Provincial Health Services Authority (PHSA).
- Works in collaboration with key stakeholders both internal and external to the organization with a commitment to the Mission, Vision and Strategic directions of the BCFHRS
- Liaison with funders, stakeholders and political representatives with the goal of achieving recognition and gaining support for the BC Family Hearing Resource Society. Effectively negotiates contracts with applicable government agencies such as the Ministry for Child and Family Development and the BC Early Hearing Program.
- Motivates and leads a high-performance team of professionals committed to the ideals and goals of the BC Family Hearing Resource Society as a Centre of Excellence.
- Assures that the organization and its mission, programs, and services are consistently presented in a strong, positive manner to all relevant stakeholders.
- Supervision of clinical/educational staff
- Provides leadership, coordination, and expert clinical support to the development, design, implementation and evaluation of programmes.
- Works with the Director of Administration to develop and implement annual budgets ensuring fiscal soundness.
- Participates in fundraising efforts developed and managed by the Director of Administration.
- Responsible for recruitment, management and annual performance reviews of clinical and teaching staff and the Director of Administration.
- Develops programme standards and policy for Early Intervention services
- Provides oversight of the Surrey Early Speech and Language Program.
- Consults with service providers, researchers, and reviews the literature, evidence and other relevant information to ensure that BCFHRS Intervention services and training reflect current best practice standards and are consistent with CARF standards.
- Develops and monitors accountability procedures of the BCFHRS including program evaluation data and making recommendations based on analysis.
- Works with staff and board to develop and implement strategic plan for the accomplishment of the society's established missions and objectives.
- Provides clinical/educational expertise to staff on complex cases.
- Provides training of other professionals when appropriate

ABOUT BEAUTIFUL BRITISH COLUMBIA:

British Columbia is known internationally for its natural beauty and cultural attractions that range from performing and visual arts to professional sports and shopping. British Columbia's national, provincial, regional and local parks provide a spectrum of natural beauty, breathtaking scenery and opportunities for outdoor enjoyment and recreation. Visitors to British Columbia are often amazed when they learn they can ski, golf, and sail all on the same day in the lower mainland of British Columbia.

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