



Toronto Community  
Benefits Network

## **JOB POSTING: CONSTRUCTION INDUSTRY LIAISON**

Full time, 35 hours/week, Contract, 1 Year with Possibility of Renewal

The Toronto Community Benefits Network (TCBN) has centred itself at the forefront of the economic justice movement in Canada by negotiating Community Benefits Agreements (CBAs) into public infrastructure and urban development projects. In so doing, TCBN is addressing the challenges of access to good jobs, local economic development and neighbourhood revitalization particularly as they impact on historically disadvantaged communities and equity seeking groups in Toronto. TCBN employs a comprehensive approach that includes organizing, innovative policy, research, and communications. TCBN's efforts have led to Ontario's first Community Benefits Framework with Metrolinx that includes a Community Benefits Apprenticeship Plan, a Community Benefits Liaison Plan and a Declaration on Hiring Targets for the Eglinton Crosstown, along with subsequent agreements for the Finch West LRT, West Park Hospital and Woodbine Casino. For more information about our work, visit [communitybenefits.ca](http://communitybenefits.ca).

### **ROLE SUMMARY:**

Reporting to the Executive Director, the Construction Industry Liaison is primarily responsible for active liaison with external stakeholders including general contractors, sub-contractors, trade unions, trades training centres, construction sector intermediary, construction and development bodies, developers, builders and site personnel to ensure the successful implementation of the Community Benefits Apprenticeship Plan. He or she will provide advocacy and support to eligible candidates coming through the community benefits stream. He or she will actively track, measure and report on the progress of the community benefits program, provide support, training and capacity building for the Intermediary as well as document the progress of the work in view of transferring knowledge to all stakeholders.

### **RESPONSIBILITIES:**

- Industry Liaison: construction industry and stakeholder relations, help employer and unions connect to a diverse talent pipeline, provide expertise on access, equity and inclusion
- Advocacy and Support: help connect members of the historically disadvantaged communities and equity seeking groups into the construction sector pipeline and help prepare apprentice for on-the-job realities
- Planning and Evaluation: analyzing of labour market information, and monitoring, measuring, reporting and evaluating the implementation of the Apprenticeship Plan and Declaration on hiring targets

- Communication: effectively communicate with coalition partners and community leaders through personal visits, flyers, newsletters, phone calls, mailings, and meetings
- Coalition-building: assist in building the community-labour coalition and coordinating with coalition partners
- Capacity building: assist in developing and maintaining effective leaders through training and establishing committees and other leadership structures
- Other duties include: working as part of a team to implement the organization's strategic plan; supervising development staff and volunteers; participating in the team and other organization-wide meetings and activities

## QUALIFICATIONS

Applicants must demonstrate a commitment to social and economic justice. Skills required:

- Knowledgeable about historically underrepresented groups and their systemic barriers to employment in the construction sector
- Experience working with the construction industry
- Strong interest in and knowledge of the construction industry, how it is organized, and how to gain access
- Critical thinking, analysis and writing skills
- Excellent communications skills and ability to work well with others
- Strong community outreach, organizing and engagement skills
- Detail oriented, driven to succeed; ability to work independently and in a team
- In possession of a valid drivers' license and reliable, insured transportation

TERMS OF EMPLOYMENT: Competitive salary with full benefits. Friendly, team-oriented working environment.

## APPLICATIONS:

Qualified applicants are invited to submit an electronic resume and cover letter in MSWord or PDF format in ONE FILE to [admin@communitybenefits.ca](mailto:admin@communitybenefits.ca) Please use "Construction Industry Liaison – your name" as the subject line.

DEADLINE: Resumes must be received by **February 28, 2019 by 5pm.**

Only those candidates selected for an interview will be contacted.

PEOPLE FROM HISTORICALLY DISADVANTAGED COMMUNITIES AND EQUITY SEEKING GROUPS  
ARE  
STRONGLY ENCOURAGED TO APPLY.

If contacted in relation to an employment opportunity, please advise TCBN of the accommodation measures, if required, which would enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.