



Executive Director

The Tamir Story

At Tamir, our story is about people, possibility, and belonging. Every day, Tamir supports people with developmental disabilities and autism to live full, meaningful lives rooted in individuality, independence, dignity, and community inclusion. Guided by Jewish culture and values, Tamir creates a welcoming community for people of all faiths and backgrounds.

Through residential services, day programs, employment and volunteer opportunities, Judaic outreach, arts and recreation, and Keshet Children and Youth Programs, Tamir helps people build relationships, discover their strengths, and participate fully in community life.

As one family shared: ***“These activities have enriched our loved one’s life, helping him build friendships and create cherished memories.” – Michele and Rob, parents of Troy***

Troy’s parents are not alone. Countless families have been touched by the care, connection, and sense of belonging their loved ones have found at Tamir.

“It was the Bar Mitzvah program that has brought us together in a way I never could have imagined. I pick Colin up every Thursday evening, and we walk to the Tamir building for the lesson. We sing or talk together. We laugh a lot. For the first time in 24 years, Colin and I are doing a mother/son thing together. It’s something that’s ours alone. It has substance and meaning — different for each of us, but equally important. Tamir has done a wonderful thing in giving me this opportunity to become Colin’s mom again.” – Marilyn, Mother of Colin

And the story continues to evolve, with an exciting opportunity for a new leader to build on Tamir’s strong foundation and help shape what comes next.

About the role

This is an exciting opportunity for a purpose-driven, values-led and faith-centred executive to lead Tamir forward and shape its continued growth and impact. Tamir is seeking an Executive Director who is deeply connected to Jewish life and whose leadership reflects Jewish values, traditions and a meaningful commitment to the community. The successful candidate will build on Tamir’s strong foundation, bringing vision, energy and compassion while championing the dignity, inclusion and belonging of individuals with developmental disabilities and autism. The Executive Director will be a relationship-focused leader who brings people together, inspires a shared sense of purpose and confidently guides the organization into the future.

Key Accountabilities

Strategic & Organizational Leadership

- Provide strategic and operational leadership, translating Tamir’s priorities into clear goals while driving organizational effectiveness, innovation and continuous improvement.

- Build a positive, trusting and collaborative workplace culture where people feel heard, respected and empowered, developing leadership capacity and supporting teams to deliver exceptional services.

Programs, Services & Mission

- Champion high-quality, person-centred programs and services that advance the dignity, well-being and inclusion of individuals with developmental disabilities and autism.
- Ensure Tamir's Jewish identity and values are meaningfully reflected throughout its residential, day and outreach programs.

Financial Stewardship & Governance

- Provide sound financial leadership, overseeing organizational priorities, budgeting, and responsible stewardship of resources.
- Serve as the Board's key strategic partner, accountable to the Board of Directors for organizational leadership and performance, while providing the information, advice, and guidance needed to support strong governance, oversight, and regulatory compliance.

Community, Relationships & Resource Development

- Serve as a visible, accessible, and trusted leader, strengthening relationships with participants, families, staff, volunteers, funders, government, community partners, and the broader Jewish community.
- Advance Tamir's sustainability and impact by cultivating donors, identifying new funding opportunities, and strengthening partnerships across the community.

Qualifications

- Advanced education beyond the undergraduate level, ideally a master's degree or credential in nonprofit management; equivalent senior leadership experience will also be considered
- Senior leadership experience within a complex, community-based, nonprofit or human services organization; experience in developmental or social services would be considered a strong asset.
- Strong relationship-building, communication, financial, and organizational leadership capabilities.
- A values-driven leader with a meaningful connection to Jewish life, values, and community, able to authentically represent Tamir within the Jewish community.
- A collaborative, emotionally intelligent and approachable leader who listens, builds trust, coaches and empowers others, and leads with integrity and transparency.
- Demonstrated commitment to inclusion, dignity and a human rights-based approach to supporting individuals with developmental disabilities and autism.

To apply for this key role, submit your application to Phelps by clicking:

<https://phelpsgroup.ca/careers/31795/tamir-executive-director/apply/>

Application deadline: **Monday, November 23rd, 2026**

Salary Range: \$155,000- \$170,000

AI will not be used in the candidate screening process.

To learn more information, visit our website at <https://phelpsgroup.ca/>

