



## Employer Outreach and Engagement Lead

Full-time, Hybrid

Vancouver, BC

### About Us

The Immigrant Employment Council of BC (IEC-BC) is a dynamic not-for-profit that helps BC employers recognize the collective value immigrants bring to the workforce, positively impacting our society and economy. As a growing organization, our programs break down barriers that keep BC businesses from making full use of the diverse skills and experience immigrants bring to the workplace and communities.

### About the Role

We are seeking an exceptional individual to join us as the Employer Outreach and Engagement Lead at the Immigrant Employment Council of BC. In this vital role, you'll become a crucial link between our organization and employers, playing a pivotal part in establishing and nurturing strong relationships. Your primary responsibility will revolve around actively engaging with and managing employer relationships, ensuring their objectives are in harmony with our mission. Additionally, you will have the gratifying task of facilitating the seamless integration of employers into our programs and initiatives, fostering collaboration that brings about mutual benefit.

**Reports to:** Senior Manager, Employer Networks and National Engagement

**Salary:** \$58,000-\$62,000 per annum plus a competitive benefits package

**Location:** Vancouver, BC

### Key Responsibilities

#### Employer Outreach and Engagement:

- *Identification and Engagement:* Seek out and engage employers who share our unwavering commitment to diversity, inclusion, and the seamless integration of immigrant talent.
- *Relationship Cultivation:* Cultivate and maintain ongoing relationships with employers, taking a proactive approach to address their feedback and cater to their evolving needs.
- *Primary Contact:* Assume the crucial role of being the primary point of contact for employers expressing interest in our programs and activities.

#### Strategic Partnership Development:

- *Strategic Collaboration:* Collaborate closely with our leadership team to craft and nurture strategic partnerships and agreements that align seamlessly with our mission.
- *Partnership Oversight:* Lead negotiations and oversee partnership terms, actively contributing to groundbreaking recruitment, training, and retention initiatives.
- *Continuous Improvement:* Embrace the challenge of continually assessing and enhancing the effectiveness of these high-impact partnerships.

#### Program Integration Support:

- *Effective Communication:* Serve as the vital conduit of communication between employers and our program teams, ensuring a shared understanding of enticing job opportunities, essential skill requirements, and vital cultural considerations.
- *Inclusive Guidance:* Offer invaluable guidance and support to employers as they implement inclusive hiring and training practices for immigrant talent.

- *Recruitment Innovation:* Bring your expertise to the table, assisting in the development of customized recruitment strategies designed to attract and retain immigrant talent for our valued partner employers.

### Data Analysis and Reporting:

- *Comprehensive Record-Keeping:* Maintain detailed records of your impactful employer interactions, partnership agreements, and the impressive outcomes achieved through our programs.
- *Insightful Reporting:* Regularly generate reports that highlight your proficiency in employer engagement activities, performance metrics, and your knack for identifying emerging trends.
- *Optimization Expertise:* Harness the power of data-driven insights to continually refine and optimize our cutting-edge employer engagement strategies.

### Event Coordination and Representation:

- *Event Leadership:* Take the lead in organizing and actively participating in captivating networking events, dynamic job fairs, and other engaging employer outreach initiatives.
- *Ambassador of Excellence:* Represent our organization with distinction at prominent industry events and conferences, showcasing your expertise on a prestigious stage.

### Collaboration and Advocacy:

- *Synergy Builder:* Collaborate seamlessly with internal teams, including program management, marketing, and talent integration, to ensure perfect alignment with employer objectives and our organization's overarching goals.
- *Voice of Progress:* Be the driving force behind the noble cause of immigrant talent integration, actively engaging with influential external stakeholders, such as government agencies and industry associations, to broaden your impact on a larger scale.

### Qualifications

- Bachelor's degree in business, human resources, or a related field (Master's degree preferred).
- Demonstrated experience in employer relations, business development, lead generation, or a similar role.
- Exceptional interpersonal and communication skills, with the ability to navigate cross-cultural dynamics.
- Proficiency in negotiating and managing partnerships and multi-stakeholder collaborations.
- Strong organizational and project management abilities.
- Analytical skills to assess the impact of employer engagement efforts.
- Knowledge of recruitment processes, employment laws, and diversity and inclusion best practices in an asset.
- Familiarity with CRM and database management tools.
- Self-motivated and capable of working both independently and collaboratively.
- Flexibility to participate in occasional evening or weekend events.

### How to Apply

If you are passionate about promoting diversity and inclusion in the workplace and thrive in a fast-paced, challenging work environment, this could be the position for you. To be a part of an innovative and purpose-driven team that is building a prosperous and inclusive future for British Columbia, please submit your resume and cover letter to [recruitment@iecbc.ca](mailto:recruitment@iecbc.ca) and quote "Employer Outreach and Engagement Lead", in the subject line.

## *Connecting Employers to Immigrant Talent*

*We kindly ask for no phone calls. Due to the high number of applications received, only candidates who are selected for an interview will be contacted.*