

Director, Information Systems
Canadian Museum for Human Rights
Winnipeg, Manitoba, Canada

Overview

The Canadian Museum for Human Rights (CMHR) is a national museum dedicated to the evolution, celebration and future of human rights. It is the first national museum in Canada to be built outside the National Capital Region. Located in the heart of Canada in Winnipeg, Manitoba, the CMHR rises from the Prairie earth at The Forks, which has been a meeting place for over six thousand years.

The CMHR delivers an immersive, interactive and memorable experience for visitors of every background, age and ability. Each visitor has access to a fully reinvented museum experience that reflects a design approach that sets new Canadian and world standards for inclusion and universal accessibility.

We are seeking talented individuals who are motivated to share their passion and commitment to join our team. Together, we aim to enhance the public's understanding of human rights, to promote respect for others, and to encourage reflection and dialogue.

Purpose of Position

The Canadian Museum for Human Rights (CMHR) is centered around the idea that respect and understanding of human rights can serve as a positive force for change in the world. The Director, Information Systems will support our collective efforts to build a workplace culture that is inclusive, equitable, innovative and focused on inspiring action.

Reporting to the CFO and Vice President, Corporate Services, the Director, Information Systems will play a key role in driving and implementing information systems and project management strategies, standards, and processes.

The incumbent will be a courageous and empathetic leader, a strong and thoughtful communicator, critical thinker, innovator, and will bring a collaborative approach to their role.

Key Responsibilities

Leadership

- Fosters a culture that promotes respect, equity, inclusion and innovation, and models anti-racist and accountable behaviours.
- Develops and executes strategies to support CMHR's strategic objectives and to prioritize new and emerging issues and opportunities that may impact the organization.
- Mentors and coaches using performance-driven strategies focused on growth and development.

- Collaborates and participates in the overall organizational development and core operations of the CMHR.
- Contributes to the development and oversight of the departmental budget.
- Creates a culture of continuous improvement and learning.

Information Systems

- Leads the development, implementation and maintenance of information systems, databases and business solutions in support of strategic and operational priorities, considering technological trends, cost effectiveness, service quality, and evaluation of existing technologies and processes.
- Develops and maintains a framework to guide all information systems integration, that enables exemplary customer services and quality assurance and resolution of critical issues.
- Ensures monitoring and alerting systems, backups and recovery strategies to address cybersecurity events and to maximize positive impact.
- Plans and manages CMHR's technology footprint.
- Develops annual programming targets with clearly defined audience and subject focus.
- Works closely with other departments to develop a detailed understanding of their information technology and systems issues, challenges and opportunities.
- Develops and oversees strategic relationships that support CMHR's objectives.

Project Management

- Leads the design and implementation of a common project management methodology, standards and tools to drive and facilitate the successful delivery of projects across all CMHR departments.
- Oversees coordination and successful delivery of projects, including building capacity across CMHR to identify deliverables, interdependencies, risks and opportunities for optimization and efficient use of in-house and external resources.

Required qualifications:

- Post-secondary degree or diploma in a relevant discipline (e.g., Computer Science, Information Technology/Systems, Business Administration) and a minimum of 7 years experience applying strategic and operational business approaches to achieve outcomes and maximize performance expectations, including a minimum of 5 years in a leadership role. (A combination of education and related experience may be considered.)
- Commitment to human rights principles, including respect, equity, inclusion and dignity for all.
- Demonstrated experience in developing and/or applying complex technology platforms on an enterprise level, business planning project and financial management.
- Knowledge of information technology, database systems and project management methodology and practice.
- Experience managing a diverse team of professionals.
- Excellent collaboration, interpersonal and presentation skills.



- Excellent communication skills, both oral and written.
- Strong analytical skills; can present a solid and well-founded business case.

Desired Qualifications

- Ability to communicate proficiently in both official languages.
- Ability to engage and motivate teams.
- Experience working with a diverse workforce in a complex or multi-faceted workplace.
- Experience leading in a unionized environment.
- Experience developing relationships and partnerships at the national and international levels.
- Working knowledge of museums or cultural institutions or public sector institutions

Official Language Proficiency

- Bilingual preferred

Other

- Work is in an office environment.
- Occasional requirement to work beyond normal working hours, including weekend or evening work with short notice.
- Some travel will be required.

Conditions of Employment

- Security Screening Level – Secret Status
- Child Abuse Registry Check

Application Procedure

Interested applicants should submit a cover letter and resume to Annette Kohut, Senior Associate, Executive Search (People First) by **August 8, 2021**. The cover letter must provide concrete examples that illustrate how they meet the education and experience aspects listed in the Required and Desired Qualifications. Résumés will be used as a secondary source to validate the education and experience described in the cover letter. Please email it to akohut@peoplefirsthr.com.

The Canadian Museum for Human Rights (CMHR) believes that a diversity of experiences and thought drives innovation and transformation. We are working towards building a workforce that is representative of the community in which we live and that we serve. We are committed to providing equal employment opportunities to all and encourage you to identify your employment equity status in your cover letter. The information you voluntarily disclose will be kept confidential and used solely for the purpose of increasing workforce diversity.



The CMHR is committed to developing a work environment and recruitment processes that are inclusive and barrier-free. Please advise the representative if accommodation measures must be taken to enable you to apply and be assessed in a fair and equitable manner.

Intent / Result of process: An eligibility list of qualified candidates may be created as a result of this process. The list would have a retention schedule of six months.

If contacted about this job posting, please advise us if you require any accommodations regarding the interview process.