

**Impact Starts at [UNICEF Canada](#)**

**JOIN OUR TEAM AS SENIOR MANAGER, YOUTH PROGRAMS (Bilingual, Contract)**

Are you **passionate about empowering young people and amplifying youth voices**? Looking for a unique opportunity to influence strategy, champion child safeguarding, and ensure youth are at the heart of everything we do?

Join **UNICEF Canada** – one of Canada’s most respected and historic charities – and **be part of a high-impact, mission-driven team** working across Canada and globally to create a better world for children.

We are seeking a talented & bilingual individual for the contract role of **Senior Manager, Youth Programs**.

**Position Details**

<b>Position Title</b>	Senior Manager, Youth Programs
<b>Employment Type:</b>	Full-time Contract (13-month contract with possibility of extension)
<b>Reports to:</b>	Director, Policy & Programs
<b>Direct Reports:</b>	2
<b>Salary Range:</b>	\$70,500 to \$85,500 per year annually with benefits and 3 weeks paid vacation
<b>Work Location:</b>	Toronto
<b>Work Environment:</b>	UNICEF Canada currently operates under a Flexible-Hybrid model that requires team members to attend the office at least 2 days/week.
<b>Additional Notes</b>	This is a bilingual role requiring English and French.

**Why  
UNICEF &  
UNICEF  
Canada?**

**UNICEF** is the world’s farthest-reaching humanitarian organization for children. Across 190 countries and territories, and in the world’s toughest places, we provide and advocate for education, health and nutrition services. Protect children from violence and abuse. Bring clean water and sanitation to those in need. Keep them safe from climate change and disease. Serve as the world’s largest provider of vaccines. Before, during and after emergencies, we’re on the ground with life-saving help and hope. The needs of children around the world continue to increase and the role of UNICEF is more important than ever.

**UNICEF Canada** is one of 32 National Committees (NatComs) located in high-income countries around the world. Our team exists to fundraise for UNICEF’s highest priorities, and to work neutrally with governments and the private sector in Canada and internationally to advance the rights and well-being of children and youth.

**As UNICEF Canada prepares to launch a bold new Strategic Plan in 2026**, a key priority will be amplifying youth voices and youth advocacy efforts to further advance children’s rights. **Be part of this next phase of impact!**

## **The Opportunity**

As the **Senior Manager, Youth Programs**, you'll boldly drive **UNICEF Canada's** mission to place young people at the heart of everything we do. Reporting to the Director, Policy and Research, you'll lead the charge in shaping and executing a visionary approach to youth engagement and advocacy across Canada.

In this high-impact role, you'll lead the design, delivery, and evolution of innovative youth programs that empower young people to speak up, shape policy, and spark change. You'll collaborate with UNICEF Canada teams (including advocacy, communications, and more!) to ensure youth voices are not only heard but embedded in the DNA of our work.

You'll also serve as **UNICEF Canada's Child Safeguarding Lead**, championing safe, inclusive, and ethical participation practices across all initiatives. With a strong focus on leadership and impact, you'll manage a passionate team of youth advocates and volunteers, contribute to fundraising and storytelling efforts, and represent UNICEF Canada in global networks – ensuring we remain a leader in youth participation worldwide.

Looking for a powerful chance to inspire, innovate, and influence youth engagement across Canada? If so, this may be the role for you!

## **Key Accountabilities**

### **Design and Deliver Youth Programs (50%)**

- Lead the development, delivery, and continuous improvement of five integrated youth programs: U-Report Canada, Youth Advocacy Program, the annual Youth Advocacy Summit, Youth Advocates, and Campus Clubs, ensuring meaningful youth engagement at every stage.
- Champion innovative, rights-based approaches to youth participation, embedding youth voices across UNICEF Canada's research, advocacy, and public engagement work.
- Oversee all aspects of youth program delivery—including research, design, communications, resource development, event planning, facilitation, and logistics.
- Mentor and support youth participants while fostering leadership, confidence, and impact.
- Engage youth through dynamic communication channels, presentations, events, and media opportunities.

### **Strategic Oversight and Program Direction (20%)**

- Provide strategic leadership for youth participation, aligning programs with UNICEF Canada's mission, priorities, and long-term goals.
- Shape the strategic vision and direction for youth participation as a core pillar of the organization's strategic plan.
- Monitor national and global trends to identify opportunities and gaps in youth participation, informing program direction and impact.
- Collaborate with senior leadership to integrate youth perspectives into cross-organizational strategies, including policy, communications, and brand.
- Lead program evaluation to measure impact and inform continuous improvement.
- Represent youth programs & participation in strategic planning processes, ensuring youth priorities are reflected in decision-making.

### **Child Safeguarding and Capacity Building (5%)**

- Serve as UNICEF Canada's lead on Child Safeguarding, ensuring compliance with UNICEF Global standards, Canadian legislation, and best practices.
- Participate in UNICEF's global safeguarding network to stay current on best practices and bring insights back to strengthen our domestic efforts.
- Develop and implement safeguarding policies, risk mitigation strategies, and youth-friendly participation guidelines.
- Promote safe, inclusive, and ethical youth engagement across all platforms, ensuring informed consent, equity, and cultural competency.

- Build organizational capacity through training, resources, and collaboration, with a focus on supporting youth from diverse backgrounds, including Indigenous, newcomers, and 2SLGBTQIA+ communities.

### **Partnerships & Revenue Generation (5%)**

- Oversee the revitalization of the Campus Club Program, engaging students in civic education, fundraising, and advocacy, and track & oversee the achievement of annual revenue targets of \$70,000.
- Collaborate with the Development team to identify and secure funding for youth initiatives.
- Steward partnerships and contribute to reporting and impact evaluation for funders.

### **Build Relationships and Grow Network (5%)**

- Cultivate and steward new and existing partnerships with national and local youth organizations, especially those serving youth from diverse communities and backgrounds.
- Represent UNICEF Canada at public events and forums, sharing stories and insights that inspire youth to engage in the work we do.
- Develop compelling presentations and multimedia content to amplify youth voices and program impact.
- Strengthen connections with youth participation leads across the global UNICEF network.

### **People Management (15%)**

- Recruit, develop, and lead a high-performing and motivated team aligned with organizational goals.
- Manage youth program participants (e.g., ~10-15 Youth Advocates, ~30 U-Report Ambassadors, ~3000 Campus Club members), as well as interns and external partners.
- Conduct performance reviews, goal setting, and coaching to support growth and engagement.
- Foster a positive, inclusive team culture that values collaboration, innovation, and continuous learning.

### **Qualifications**

- Minimum of seven (7) years of experience designing and delivering youth-focused programs, projects, or participation initiatives.
- Proven experience working with diverse youth in leadership or facilitation roles (e.g., counsellor, program director, instructor).
- Strong understanding of child and youth development & participation, ethical engagement practices, and protection principles, including safeguarding responsibilities and ethical frameworks.
- Collaborative team player who is adaptable, conflict-resilient, open to feedback, and able to lead with empathy and humor.
- Effective communicator – both written and verbal – with the ability to engage children and youth meaningfully.
- Strong project management skills, with the ability to initiate, organize, and deliver programs effectively.
- Strategic thinker with sound judgment and problem-solving skills.
- Proficient written and verbal language skills in French and strong Indigenous cultural competency or Indigenous contexts is required.
- Proficient with standard office software and social media platforms for youth engagement and program promotion.
- Willingness to travel locally and nationally as needed.
- Availability for occasional evening and weekend work.
- Existing and established relationships with youth organizations, networks, or professionals in Canada is an asset.

### **An Employer of Choice: What We Offer**

UNICEF Canada is where **diverse talent & passion** come together to create **extraordinary impact** for every child. We are committed to being an employer of choice and building a culture that is inclusive, ambitious, compassionate, and high impact.

Members of the UNICEF Canada team have access to the following employee benefits:

<b>A ROBUST COMPENSATION PACKAGE</b>	<ul style="list-style-type: none"> <li>✓ Extended Health/Dental benefits, Healthcare Spending Account, and Wellness Account</li> <li>✓ Life, AD&amp;D, &amp; Long-Term disability insurance coverage</li> </ul>
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	<ul style="list-style-type: none"> <li>✓ Employer match contributions (5%) to a Group Pension Plan</li> <li>✓ Access to parental leave top-up</li> </ul>
<b>A COMMITMENT TO WELLNESS</b>	<ul style="list-style-type: none"> <li>✓ Flexible-hybrid work environment to support the work-life integration needs of our team</li> <li>✓ Minimum 3 weeks of annual vacation (increases with time served) &amp; 1 additional day per year of service (max 30)</li> <li>✓ 10 paid sick days &amp; 2 personal days</li> <li>✓ 9 to 11 employee wellness days – an additional series of pre-set days off, given annually to further extend long weekends</li> <li>✓ Discounted rate for a GoodLife gym membership</li> <li>✓ Access to an Employee and Family Assistance Program</li> </ul>
<b>A CULTURE OF LEARNING &amp; GROWTH</b>	<ul style="list-style-type: none"> <li>✓ Access to a comprehensive global learning platform with over 1600 courses, webinars &amp; resources</li> <li>✓ Internal leadership development, training, &amp; mentorship programs that integrate Anti-Racism and diversity, equity and inclusion principles</li> <li>✓ Opportunities to access both local &amp; global stretch assignments</li> </ul>
<b>AN INCLUSIVE &amp; PURPOSE-DRIVEN WORKPLACE</b>	<ul style="list-style-type: none"> <li>✓ Centrally located head office in mid-town Toronto with satellite offices in Calgary &amp; Montreal</li> <li>✓ Easily accessed by public transit and a short walk from several parking locations</li> <li>✓ Inclusive &amp; accessible co-working and meeting spaces designed to foster purpose at every turn and accommodate the diverse needs of employees</li> </ul>
<b>A CHANCE TO DO MEANINGFUL &amp; LIFE-CHANGING WORK</b>	<ul style="list-style-type: none"> <li>✓ Under the leadership of a dynamic, accomplished, and experienced executive leadership team, you'll be part of a diverse &amp; talented Canada team committed to creating meaningful impact while fostering an inclusive and supportive work environment.</li> <li>✓ You'll join a global UNICEF family with a shared commitment to impact the lives of children</li> </ul>

### **Our Commitment to Inclusive Workplaces & Recruitment**

UNICEF Canada is an inclusive workplace and is committed to championing diversity, equity, inclusion and accessibility. Requests for accommodation can be made at any stage of the recruitment process.

At UNICEF Canada, we believe strongly in personal connections and our hiring process is entirely human-driven. We do not use AI or automated systems to review applications or conduct interviews. Each candidate is evaluated by our experienced team to ensure a fair and thoughtful hiring experience.

### **How to Apply**

Please submit your resume and cover letter as one document to [careers@unicef.ca](mailto:careers@unicef.ca) by **11:59PM EST on Friday, August 15, 2025**. Please include your salary expectations in your cover email and reference **Senior Manager, Youth Programs** in the subject heading.

UNICEF Canada thanks all applicants for their interest in this opportunity, however, only those selected for an interview will be contacted. Consistent with our Child Safeguarding Policy, all successful candidates must receive clearance by a police background check (including a vulnerable sector screen).

