



Team Lead - Building Construction Mentorship Program (BCMP)

North End Community Renewal Corporation (NECRC), is a not-for-profit organization dedicated to the revitalization of Winnipeg's North End neighborhood through a variety of innovative and sustainable social, economic, and cultural initiatives. NECRC values diversity and inclusiveness, especially from the North End community, Indigenous peoples, individuals with relevant lived experience, and members of equity-seeking groups. We encourage you to highlight your connection to these groups in your application as we work to build a team that reflects the community we serve.

Position: BCMP Team Lead

- **Location:** 509 Selkirk Avenue, Winnipeg
- **Hours:** Monday to Friday, 9:00 AM - 1:00 PM (growing schedule - see details below)
- **Salary:** \$29.00/HR
- **Reports to:** Executive Director

The BCMP is a well establish, transformative training initiative that provides participants with meaningful opportunities to develop career pathways in the construction trades. We're looking for a Team Lead to spearhead the growth of this program and guide its strategic expansion.

This position offers a structured growth path that mirrors the program's expansion - you'll start with a focused 20-hour work week and incrementally grow to full-time employment as we scale our operations and impact. Beginning with hands-on involvement with trainees and site visits, then evolving into higher-level program management as we build our team and expand our reach.

Position Growth Timeline:

- **Q1:** 20 hours/week - Program foundation and direct trainee support
- **Q2-Q3:** 30 hours/week - Expanded management as team grows
- **Q4:** 40 hours/week - Full program leadership and strategic oversight

As the Team Lead you would:

- Be responsible for implementing our redesigned program structure, conducting trainee interviews, coordinating placements, and monitoring progress through site visits and supervisor communication.
- Develop policies, manage budgets, prepare bi-monthly reports, and utilize digital information systems.
- Negotiate with training partners to strengthen existing agreements, build new relationships with government, industry employers and educational institutions, create mentorship networks with skilled tradespeople, and represent BCMP at community events.
- Supervise staff, lead hiring processes, conduct performance reviews, ensure safety compliance, and foster a positive culture focused on participant success.
- Work collaboratively with other NECRC departments to implement communication strategies and showcase program successes through various media platforms.

Essential Qualifications:

- Bachelor's degree in business, social work, community development, or related field (or equivalent experience)
- Minimum 3 years of management experience
- Proven track record in partnership development and management
- Construction or related field experience
- Familiarity with WHMIS and safety protocols
- Strong understanding of employment barriers
- Excellent communication and negotiation skills
- Proficiency with MS Office and database management
- Valid driver's license and vehicle access

Preferred Qualifications:

- Experience working with diverse communities
- Creative problem solving
- Knowledge of construction trades and apprenticeship pathways
- Grant writing and fund development experience
- Knowledge of North End community

If you're looking for a leadership position that combines innovative thinking with community-focused work in a supportive, collaborative setting, we invite you to consider applying to work with us.

Please email your resume and a cover letter explaining why you are the ideal candidate for this role to Talia Syrie at HR@necrc.org. DO NOT APPLY ON THE INDEED SITE. The position will remain open until filled, and we thank all applicants for their interest. Only those selected for further consideration will be contacted.