



Pride Toronto Director of Operations

We acknowledge that we are on the traditional territory of many Nations, including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee and the Wendat peoples, and is now home to many diverse First Nations, Inuit and Métis peoples. We also acknowledge that Toronto is covered by Treaty 13 with the Mississaugas of the Credit, and the Williams Treaties signed with multiple Mississaugas and Chippewa bands.

Finally, we acknowledge all Treaty peoples including those who came here as settlers—as migrants either in this generation or in generations past—and those of us who came here involuntarily, particularly forcibly displaced Africans brought here as a result of the Trans-Atlantic Slave Trade and Slavery. We pay tribute to those ancestors of African origin and descent.

[Pride Toronto](#) is a vibrant and inclusive organization, an organization standing at the forefront of championing the rights and freedoms of the 2SLGBTQI+ community in Toronto. With a rich history spanning over 35 years, the heart of Pride Toronto lies in its unwavering support of diverse identities and the celebration of love as a fundamental right. The organization's commitment to creating a safe, equal, and accepting environment for all is evident through its [six strategic pillars](#). Pride Toronto remains dedicated to amplifying its message and reach, thereby bettering the lives of 2SLGBTQI+ communities and society on the whole. It is within this context that Pride Toronto invites nominations and applications for the role of **Director of Operations**, a position that is instrumental to the ongoing growth and success of the organization.

Reporting to the Executive Director, the Director of Operations plays a pivotal role in managing and executing Pride Toronto's year-round programs, events, and the flagship Festival Weekend. This leadership position oversees critical operational areas, including labour management, productivity, quality control, and safety measures, ensuring smooth operations while maintaining full compliance with regulatory standards.

Central to this role is the planning and coordination of the Festival Weekend, where the Director will lead efforts across essential elements such as safety protocols, infrastructure builds, operational budgets, and permit applications. They will also bring a hands-on approach, stepping in to address logistical needs and ensuring the seamless execution of events. Acting as Pride Toronto's primary liaison on regulatory matters, the Director will ensure compliance and maintain effective communication with external parties.

Beyond day-to-day operations, the Director will provide strategic oversight to improve organizational procedures, optimize systems, and refine processes, driving greater efficiency and impact. They will also support human resources-related matters and, with a collaborative and forward-thinking leadership style, supervise staff in alignment with Pride Toronto's policies and laws, fostering an environment of accountability and growth.

As an integral member of the leadership team, the Director of Operations will play a key role in shaping the organization's strategic direction. Their contributions will be instrumental in ensuring Pride Toronto's continued success and in advancing its mission to inspire and empower communities.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, equity, diversity, inclusion, and accessibility in all its forms and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the Pride Toronto environment, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role: A) leadership experience in event operations, preferably within large festivals or cultural events; B) team management experience, with the ability to navigate complexity and provide compelling solutions to challenges that arise; C) a history of delivering excellent work in a range of environments and circumstances and a reputation for being recognized as a leader who adds tremendous value both internally and externally including volunteers and government officials; and D) excellent communication skills, both verbal and written.

Compensation

Pride Toronto provides a competitive compensation package (approximately \$100,000) with benefits including vacation, wellness days, and RRSP contributions match.

How to Apply

Our client is a strong advocate for diversity in all its forms, and particularly encourages applications from Indigenous and racialized communities, women, persons with disabilities, the 2SLGBTQI+ community, and those of diverse intersectional identities. All qualified applicants will receive consideration for employment without regard to race, colour, ethnicity, religion, sex, age, country of origin, protected veteran status, national origin, political beliefs, (dis)ability status, sexual orientation, gender identity or expression, marital status, genetic information, pregnancy status, parental or personal leave status, or any other characteristic protected by law.

*Pride Toronto is partnering with BIPOC Executive Search to further diversify the candidate pool. **All interested applicants are encouraged to apply by clicking [HERE](#).** In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodation be required, please make Pride Toronto aware by emailing Helen Mekonen or Christopher Lee at clee@bipocsearch.com.*

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.
