



Job Posting:
Inclusive Employment Partnership Coordinator

Employment Type: Full Time – 35 hrs/week

Location: Halton & Peel Regions and the GTA

Start Date: Late September- Early October

Compensation: \$60,000 - \$65,000 annually

The Organization: Stride Employment Services is a specialized mental health and addiction agency serving Halton, Peel and surrounding areas. We provide a comprehensive range of employment support options, which are responsive to individual needs.

- Stride offers flexible work hours with a focus on work-life balance
- Stride offers continuous training and professional development opportunities
- Stride is committed to Psychological Health and Safety & Equity, Diversity and Inclusion

At Stride, we are committed to fostering a workplace culture that values and prioritizes equity, diversity, and inclusion. We believe in the power of a diverse and inclusive team to drive innovation and provide culturally responsive employment services within the mental health and addiction sector. We welcome individuals from all backgrounds and experiences to join us in our mission to create a more equitable and compassionate mental health and addiction support system for all.

The Position: Stride is seeking a dynamic, mission-driven Inclusive Employment Partnership Coordinator to lead inclusive employment efforts that support individuals facing significant barriers - particularly those living with mental health and/or addiction challenges - in accessing meaningful and sustainable work.

This position plays a key role in developing employer relationships, designing customized employment solutions (including carved and non-traditional roles), and aligning workforce needs with client strengths. The successful candidate will be passionate about social impact, experienced in employer engagement, and excited to lead innovative, community-based employment initiatives.

Position Overview: The Inclusive Employment Partnership Coordinator will:

- Develop and maintain partnerships with employers, identifying customized employment solutions (including non-traditional and carved roles),
- Collaborate closely with Stride's Leadership Team to initiate partnerships with key stakeholders to develop new opportunities that promote sustained employment and long-term success for clients.
- Design and implement creative strategies such as job carving and employer incentives to facilitate placements.

- Promote awareness of inclusive hiring and champion sustainable workforce inclusion.
- Actively contribute to program development and align all engagement efforts with Stride's mission and values.

Key Competencies and Responsibilities:

Employer Engagement & Relationship Building

- Develop long-term relationships with employers and/or community partners, particularly those open to hiring individuals with complex barriers to employment.
- Proactively pursue outreach opportunities, networking events, Chamber of Commerce and BIA meetings, public speaking engagements, including cold calls.
- Secure employer commitments for job trials, transitional employment opportunities, and sustainable employment opportunities.
- Prioritize opportunities where employers are willing to hire multiple clients (e.g., as a work crew).

Program Development & Strategy

- Lead efforts in program development to identify creative, non-traditional roles aligned with employer challenges/workforce needs, and business gaps.
- Apply job carving strategies to create meaningful employment based on client abilities and employer needs.
- Utilize Employment Ontario subsidies to support job trials and placements.
- Leverage AI tools to develop marketing/promotional materials, and to create and manage social media campaigns relevant to Stride's program requirements.
- Create and maintain a comprehensive, up-to-date employer database and records.

Advocacy & Innovation

- Identify opportunities to cultivate employer champions and maintain a continuous relationship with them focused on regular need identification/ follow-ups.
- Align all engagement efforts with Stride's mission, values, and strategic goals.
- Participate in staff training and personal skill development opportunities related to aspects of program development and program service delivery.

Required Qualifications:

- Post-secondary education in marketing, sales, business, commerce, or related fields.
- Minimum 2–3 years of experience in employer engagement, business development, or a similar role.
- Familiarity with Employment Ontario programs and employer incentives is an asset.
- Knowledge of job development strategies, job carving, and supported employment preferred.
- Valid driver's license and access to a reliable vehicle.

What We're Looking For:

- Passion for social impact and inclusive employment.
- Deep understanding of employment barriers faced by individuals with mental health and/or addiction challenges.
- Exceptional interpersonal and communication skills, with confidence in public speaking, negotiation, and networking.

- Creativity and problem-solving mindset to align employer needs with client abilities.
- Strong organizational skills, with the ability to work independently and balance multiple priorities.
- Willingness to attend events or meetings outside regular business hours.
- Commitment to equity, diversity, and inclusion in all facets of the role.

Additional Requirements:

- Ability to travel across Halton, Peel, and GTA regions.
- Clear Criminal Reference and Vulnerable Sector Check.

EDI Statement

At Stride, we are committed to fostering a workplace culture that values and prioritizes equity, diversity, and inclusion. We believe in the power of a diverse and inclusive team to drive innovation and provide culturally responsive employment services within the mental health and addiction sector. We welcome and will support individuals from all backgrounds and experiences to join us in our mission to create a more equitable and compassionate mental health and addiction support system for all.

Equity in our Recruitment Process

Because we know simply promoting diversity and inclusion is not enough, we are committed to understanding, identifying, and correcting potential biases and systems of oppression within our recruitment process. Accordingly, during each recruitment process, the following equity measures will be available to all candidates:

All interview questions, along with the associated job description will be provided to candidates who have been selected for an interview.

All best efforts will be made to accommodate candidates with disabilities, be they physical, cognitive, or mental health related. Alternative interview and assessment approaches can be considered for individuals who may not be able to successfully navigate traditional interview processes. This may include providing assistive technologies, extended time, sign language interpreters or real time captioning, accessible locations or virtual interviews, alternative formats of printed materials, allowances for breaks and flexible scheduling.

All interviewees are welcome to approach either the Hiring Manager or Human Resources representative to co-develop an interview process that both meets our strict commitment to excellence while understanding the barriers some individuals may face. These conversations will not affect the outcome of the recruitment process.

Stride seeks candidates from First Nations, Métis and Inuit, racialized and 2SLGBTQIA+ communities, women, and people with disabilities (including people who have experienced mental health and substance use challenges).

We encourage people from all backgrounds to apply to our positions.

Applicants should e-mail their resume and covering letter in one file, to the attention of Terri Skov, Manager Specialized Employment Services at tskov@stride.on.ca prior to Friday September 18th at 4:00 p.m.

Please note: Applications submitted without a cover letter will not be considered.