



## DIRECTOR of INCLUSION SERVICES

**Lead with Purpose. Build Belonging. Change Lives.**

Job Type: Full-Time, In-Person (40 hours/week)

Salary: From \$85,000, commensurate with experience

Locations: • Schwartz/Reisman Centre – 9600 Bathurst Street, Maple, ON  
• Prosserman JCC – 4588 Bathurst Street, North York, ON

### **Who We Are**

The Jewish Community Centre (JCC) is so much more than a place to work—it's a dynamic, welcoming hub where people of all ages and abilities come to connect, grow, and thrive. As one of the largest community engagement platforms in the GTA, we bring together arts, fitness, education, childcare, camps, culture, and Jewish life under one vibrant roof.

In Summer 2026, the JCC will proudly host the JCC Maccabi Games, and **JCC Access** will be a cornerstone of this landmark event. JCC Access is a dedicated initiative within the Games designed to ensure meaningful participation, belonging, and celebration for neurodivergent athletes and participants, while setting a new standard for inclusive community engagement.

Beyond the Games, **JCC Access** will serve as a catalyst for innovation and growth across the JCC. This role offers a rare opportunity to help shape how inclusion is embedded into program design, staff practice, and community culture, strengthening our support of the neurodivergent community while advancing organizational excellence in inclusion, leadership, and engagement.

We are seeking a visionary, passionate, and collaborative Director of Inclusion Services to build on our strong foundation and **embed inclusion as a defining strength across every facet of the JCC's culture, programs, and community experience.**

### **Your Impact**

As Director of Inclusion Services, you will be a catalyst for belonging. You will lead a dynamic, multi-campus inclusion strategy that ensures children, teens, and adults of all abilities can fully participate in the life of our community. This role is ideal for a leader who is excited by both hands-on impact and big-picture change, and who sees inclusion as a driver of innovation, excellence, and community strength.

You'll empower and equip staff, partner deeply with families, and inspire collaborators across the community to design experiences where every individual is seen, supported, and able to thrive. Through your leadership, inclusion will shape programs, influence organizational culture, and create lasting impact across the JCC and the broader community.

### **What you'll do**

- Provide vision and leadership for Inclusion Services across multiple campuses and business units and develop multi-year inclusion strategic plans
- Design, implement, and continuously enhance inclusive and accessible programs grounded in best practices
- Be the lead staff member on AODA policies' updates and JCC compliance
- Champion a warm, welcoming, and inclusive environment for participants, families, staff, and volunteers
- Serve as the go-to inclusion expert and resource for JCC staff across all departments
- Oversee participant intake, and recruit, train, support, and inspire Inclusion Services staff and volunteers



- Evaluate programs to ensure excellence, impact, and positive participant experiences
- Manage the department budget, goals, and KPIs with accountability and creativity
- Build strong, trusting relationships with participants and families to support individualized success and retention
- Anticipate challenges and proactively problem-solve with confidence and care
- Cultivate partnerships with community agencies, schools, and organizations to expand reach and impact

#### **What You Bring**

- Bachelor's degree in special education, social work, recreation therapy, or a related field
- Minimum 5 years at leadership level in inclusion-focused services or programming for a 500+ staff organization
- Proven success in strategic planning – multi-year plans
- Positive track record in program development, and team leadership
- Expertise with AODA legislation and compliance
- Strong communication, collaboration, and relationship-building skills
- Exceptional problem-solving ability, attention to detail, and commitment to service excellence
- Knowledge of—and passion for—Jewish life, culture, traditions, and Israel
- Alignment with the JCC's Mission, Vision, and Values

#### **Why You'll Love Working at the JCC**

- Free JCC Membership – Full access to fitness facilities, classes, and programs
- Generous Staff Discounts – Camps, swim lessons, personal training, and more
- Comprehensive Health & Dental Coverage – 75% employer-paid
- Paid Time Off – Vacation, sick days, Jewish holidays, and statutory holidays
- Work-Life Balance – A flexible, people-centered culture that truly values well-being
- Free Parking

#### **Ready to Make a Lasting Difference?**

If you are inspired by the power of inclusion and excited by the opportunity to lead meaningful, community-wide impact, we want to hear from you. Please submit your resume and cover letter to Mari Beiles, Human Resources Generalist, at [mari@srcentre.ca](mailto:mari@srcentre.ca) by January 19, 2026.

We thank all applicants for their interest; only those selected for an interview will be contacted. If you require accommodation at any stage of the hiring process, please let us know. We are committed to an accessible and inclusive workplace. The JCC does not use AI for candidate screening.

***Let's build a community where everyone belongs—together.***