



**CWCF**  
**FCCT**

CANADIAN  
WORKER  
CO-OP  
FEDERATION

FÉDÉRATION  
CANADIENNE DES  
COOPÉRATIVES  
DE TRAVAIL

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## Executive Director (Movement, Strategy & External Impact)

**Reports to:** Board of Directors

### Focus

1. Build a strong, connected and inclusive movement
2. External facing - high-value support and sector leadership

### Purpose

The Co-Executive Director (Movement, Strategy & External Impact) provides outward-facing leadership for CWCF, advancing a strong, inclusive, and influential national worker co-operative movement. This role stewards CWCF's strategic relationships, advocacy, and movement presence while embedding Justice, Equity, Decolonization, Diversity, and Inclusion into how CWCF shows up publicly and collaboratively.

This role shares full executive accountability with the Co-Executive Director (Organizational Stewardship & Operations) and works in deep partnership to align external strategy with internal capacity.

### Core Accountabilities

#### **Movement leadership and sector influence**

Position CWCF as a national leader in building a just, democratic, and people-centred economy through worker co-operation.

Represent CWCF within national and international cooperative, solidarity economy, and allied movements, including CICOPA, USFWC, CCEDNET, and other partners.

Strengthen relationships among worker co-ops across regions, sectors, and equity-seeking communities to deepen connection and collective power.

#### **Government relations and advocacy**

Lead federal government relations and policy advocacy for worker co-ops, grounded in member priorities and lived experience.

Advance policy narratives that centre decent work, democratic ownership, racial and economic justice, and decolonization.

Collaborate with partners and coalitions to increase the visibility and legitimacy of worker co-ops within public policy and funding ecosystems.

### **Strategic leadership**

Co-lead CWCF's strategic direction, ensuring priorities remain focused, achievable, and aligned with movement needs.

Translate member and movement insights into strategic initiatives, partnerships, and advocacy efforts.

Support board and staff understanding of long-term movement trends and opportunities.

### **Member and stakeholder engagement**

Maintain strong relationships with worker co-op members, regional federations, and equity-focused networks.

Participate in member consultations, events, and learning spaces to ensure CWCF's external strategy is grounded in real needs.

Support flagship programs (e.g., Worker Co-op Academy) through strategic guidance and thought leadership

### **JEDDI leadership**

Act as a visible and accountable champion of Justice, Equity, Decolonization, Diversity, and Inclusion in CWCF's external work.

Ensure CWCF's partnerships, advocacy positions, and public communications reflect anti-oppressive, decolonial, and inclusive approaches.

Centre equity-denied voices in movement-building and policy conversations, moving beyond representation toward shared power.

### **Shared accountabilities**

Share accountability for organizational health, financial sustainability, and mission alignment.

Work collaboratively with the Co-Executive Director (Organizational Stewardship & Operations) to align commitments with capacity.

Participate fully in board governance, AGM, and executive decision-making

## **Skills and Capabilities**

- Movement and systems leadership (critical)
- Cooperative & solidarity economy knowledge (critical)
- Public relations (critical)
- Advocacy and government relations (critical)
- Relationship building and leadership (critical)
- Strategic thinking (strong)

- Convening & coalition-building (strong)
- JEDDI Leadership (movement based) (Critical)
- Member engagement (Strong)
- Shared leadership (critical)
- Financial literacy (working)
- Operational systems and internal management (developing)

# **Executive Director (Organizational Stewardship, Operations & Sustainability)**

**Reports to:** Board of Directors

## **Focus**

1. Ensure financial sustainability and organizational resilience
2. Internal Delivery - High-value, sustainable member support

## **Purpose**

The Co-Executive Director (Organizational Stewardship, Operations & Sustainability) provides internal leadership for CWCF, ensuring the organization is financially resilient, well-governed, and operationally strong. This role stewards CWCF's systems, people, and resources so that the organization can sustainably deliver on its mission and strategic priorities.

This role shares full executive accountability with the Co-Executive Director (Movement, Strategy & External Impact).

## **Core Accountabilities**

### **Organizational resilience and operations**

Ensure CWCF has the systems, policies, and processes needed to operate effectively as a national, bilingual federation.

Lead operational planning that balances ambition with sustainability and staff capacity.

Oversee risk management, compliance, and organizational continuity, including succession planning.

### **Financial sustainability and stewardship**

Lead internal financial management, including budgets, financial reporting, audits, and controls.

Advance diversified and reliable revenue strategies in collaboration with the board and staff.

Steward Common Good Capital and other revenue-generating activities as strategic movement assets.

### **People, culture, and care**

Lead staff management, development, and performance systems rooted in collaboration, care, and shared accountability.

Foster a healthy organizational culture that values compassion, sustainability, and mutual support.

Ensure workloads, expectations, and structures are aligned with organizational capacity and wellbeing.

### **Board and governance support**

Serve as the primary staff lead for board operations, governance processes, and committee support.

Provide clear, timely reporting on finances, operations, and organizational health.

Support the board in fulfilling its fiduciary and strategic responsibilities.

### **JEDDI integration**

Embed Justice, Equity, Decolonization, Diversity, and Inclusion into internal systems, policies, and decision-making.

Ensure equitable and accessible employment practices, compensation structures, and organizational policies.

Support accountability mechanisms that move JEDDI from intention to measurable practice.

### **Shared accountabilities**

Co-lead strategy implementation and organizational decision-making.

Work in close partnership with the Co-Executive Director (Movement, Strategy & External Impact) to align internal capacity with external commitments.

Participate fully in board, AGM, and executive leadership functions.

## **Skills and Capabilities**

- Organizational stewardship (critical)
- Financial and risk literacy (critical)
- Governance (critical)
- Operational planning (Critical)
- Systems thinking (critical)
- People Leadership (critical)
- Ability to translate strategy into operations (strong)
- Revenue sustainability & resourcing (strong)
- JEDDI Integration (internal systems and culture) (critical)
- Change management (strong)
- Teamwork and shared leadership (critical)
- External advocacy & public representation (working)
- Sector-wide movement leadership (developing)