



JOB OPPORTUNITY

ASSOCIATE DIRECTOR & CAMPAIGNS DIRECTOR

Full time (37.5h/w) | Annual salary \$120,300-\$145,000

ABOUT SIERRA CLUB BC

Sierra Club of British Columbia Foundation (SCBC) is a non-profit environmental organization with 50+ years of experience whose mission is to support people stewarding abundant ecosystems and a stable climate, while building resilient, equitable communities. Our overarching goal is to uplift community leadership around ecosystem protection, with a specific emphasis on ancient forest ecosystems and the climate crisis we collectively face. To do this, we work closely with diverse communities and knowledge systems, including communities most impacted by the ecological challenges.

We are committed to justice, diversity, decolonization, equity, and inclusion in both our hiring practices and work environment. We encourage women, people of Indigenous ancestry, people of colour, and LGBTQIA2SP individuals and members of other diverse communities to apply for careers with our organization.

ABOUT THE ROLE

The Associate Director & Campaigns Director develops and leads campaigns that advance Sierra Club BC's Strategic Plan and organizational priorities. They report to the Executive Director of Sierra Club BC (SCBC) and work with staff, Board, members and partners on advancing SCBC's strategic goals on climate change mitigation and ecosystem protection. They are deeply committed to the vision laid out in the Sierra Club BC strategic plan and eager to play a key role in our transformation and decolonization work. The Campaigns Director is a leader within the organization, and assists the ED and leadership team with planning and strategizing on development, management, personnel and other organizational priorities.

This position is based in Vancouver or Victoria and is primarily remote with office space optional, and with regular in-person events in Vancouver and Victoria. Only applicants based in the Lower Mainland or the Victoria area will be considered.

RESPONSIBILITIES

- Help establish a shared vision among organizers, campaigners and communicators of focused priorities and mutually supportive work.
- Track and analyze environmental policy and other data, and facilitate the development of programs and campaigns to achieve the goals of our strategic plan.
- Co-develop and manage annual budgets, operational plans and individual work plans for campaigns, education and communications staff.
- Participate in the SCBC Leadership Team regular meetings and Quarterly Planning
- Develop, track and report on strategic plan metrics.
- Oversee the Communications Team to make sure outputs advance SCBC's strategic goals.
- Build and maintain relationships with government staff and officials to advance our environmental policy goals.
- Work with staff to think strategically and work collaboratively toward key goals.

- Represent SCBC with First Nations leaders and community members, industry stakeholders, and in all levels of colonial government relations.
- Review, approve, direct, or write (when required) campaign-related proposals, campaigns materials, email content, social media content, and reports for grantors or the public to support consistency, accuracy, and strategic alignment.
- Work in collaboration with Finance and the Leadership Team to develop and execute annual organizational budgets and annual program budgets.
- Assist in fundraising and fund development, including presentations and meetings with foundations, SCBC members and major donors.
- Collaborate with development team to write grant proposals and reports.
- Approve expenses, invoices and payments to staff, contractors and vendors. Work with the Grants and Partnerships Manager and Executive Director to accurately track grant spending and code salaries and expenses to grants.
- 7-8 Direct Reports and multiple contractors.

LEVEL OF EDUCATION/RELEVANT EXPERIENCE REQUIRED:

- Bachelor's degree (Master's preferred) in science, policy, environmental studies, or equivalent.
- Minimum five years in a nonprofit leadership role.
- Experience providing coaching, leadership and team development across the organization.
- Experience working with senior and executive leadership teams and nonprofit boards.
- Experience working in intercultural contexts and upholding JEDDI (justice, equity, decolonization, diversity and inclusion) principles.

SKILLS REQUIRED:

- Energy, patience, flexibility and creativity.
- Broad knowledge of environmental issues with focus on forest and climate issues.
- Budgeting, financial tracking and reporting.
- Technical and non-technical writing and presentations.
- Media interviews.
- Excellent interpersonal skills and relationship building skills.
- Familiarity with a diversity of tactics and strategies within social movements.
- Ability to think critically and make well-informed decisions.
- Ability to find common ground and bring people with diverse viewpoints together.
- Ability to motivate teams to achieve a shared vision.

COMPENSATION

- This is a five days per week (37.5 hours) position, with a starting pay rate of \$120,300.00-\$145,000.00.
- Four weeks of paid vacation; additional week of paid time off during holiday office closure.
- Benefits package including health, vision, dental and other supports for wellness.
- Personal and professional development opportunities are available.

HOW TO APPLY

- Submit a CV and cover letter in a consolidated document, with the words "Application for Associate Director & Campaigns Director" in the subject line to Liz Reed, HR Manager, at hr@sierraclub.bc.ca.

- Applications received by October 18th, 2026, will receive priority consideration for interviews. The posting will remain open until the position is filled.
- This position is based in Vancouver or Victoria and is primarily remote with office space optional, and with regular in-person events in Vancouver and Victoria.
- Only those candidates who are short-listed will be contacted. We thank you for your time in applying to Sierra Club BC for this role.