



Ronald McDonald
House Charities®
Atlantic

Ronald McDonald House Charities® Atlantic

Opportunity Brief:

**Board of Directors
Human Resources Role**

Opportunity:

JOIN OUR BOARD OF DIRECTORS

*Love what you do
and feel that
it matters!*

Ronald McDonald House Charities® (RMHC) Atlantic is seeking a seasoned professional with past board experience who has a specialized focus on Human Resources with expertise.

With a distinguished career in Human Resources, this member will play a pivotal role in ensuring the board operates with the highest standards of integrity, transparency, and compliance. Key responsibilities include:

- **Compensation & Benefits Strategy:** You will provide counsel on developing and reviewing competitive compensation structures and benefits packages.
- **Human Resources Policies and Procedures:** You will play a pivotal role in advising on the establishment and enforcement of HR policies that ensure legal compliance and support the ethical standards of the organization, focusing on performance management, disciplinary procedures, and conflict resolution.
- **Organizational Culture & Employee Engagement:** Drawing on your HR expertise, you will help shape the organization's culture, fostering an environment that supports staff engagement, inclusivity, and well-being, ensuring alignment with the nonprofit's values and mission.
- **Strategic Planning & Risk Management:** Partnering with the board and senior leadership, you will contribute to integrating HR strategies into the nonprofit's long-term goals and strategic plans, identifying HR-related risks, and ensuring compliance with labor laws and industry standards.
- **Diversity, Equity, and Inclusion (EDI):** You will lead efforts to develop and implement EDI initiatives, ensuring that the organization fosters a diverse and inclusive workplace, providing guidance on recruitment strategies and workforce diversity metrics.
- **HR Advisory & Legal Compliance:** Offering strategic HR counsel, you will assist the board and executive team in navigating complex HR issues, mitigating legal risks, and ensuring adherence to labor laws, regulations, and industry best practices.

Time Commitment:

5-7 hours per month

(during the five months when Board meetings and committee meetings take place)

How to apply:

Interested candidates are asked to submit their applications by March 14th, 2025 to apply@rmhcatlantic.ca

About RMHC® Atlantic:

Ronald McDonald House Charities® Atlantic helps families with sick children stay together and near the medical care they need.

Our programs include Ronald McDonald House® in Halifax, a “home-away-from-home” for out-of-town families with sick children, and Ronald McDonald Family Rooms® in Halifax and Moncton, which provide an oasis of calm and support inside the hospital. Each year, we help more than 2,000 families from across the Maritimes through our House & Family Rooms.

RMHC Atlantic is a non-profit organization. We depend upon charitable donations and volunteer support from many individuals, corporations and foundations to fulfill our mission. We are also sincerely grateful for the support of our founding and forever partner, McDonald's

For more information on our organization and the excitement surrounding the upcoming construction of our new House, visit rmhcatlantic.ca.

Our history:

Since opening our doors in Halifax in 1982, RMHC Atlantic has helped more than 28,000 families that have stayed with us when they had to travel to Halifax for medical treatment. Our House is one of 16 Houses across Canada and one of more than 380 around the world.

In 2007, we opened the first Ronald McDonald Family Room in Canada at the IWK Health Centre, and in 2011 we opened a second Family Room at The Moncton Hospital.

We're making *More Room For Love!*

We're proud to support approximately 600 Maritime families each year. Unfortunately, in recent years, we've had to turn away hundreds of families who came to us for help—and the demand continues to increase.

Without a place to stay, families face being apart from one another at a time when their love and presence is so vital. While we have made some changes to our current space, we are limited in how we're able to modify the physical infrastructure to adequately address these important concerns.

Construction is now underway on a larger, more modern facility that will enable us to serve an additional 600 families per year, and offer 6,570 more nights of comfort for families with sick children.

For more information, visit moreroomforlove.ca.



Working with us

RMHC Atlantic is committed to fostering a collegial culture grounded in diversity and inclusiveness. We encourage applications from Indigenous persons, persons with a disability, racially visible persons, women, persons of a minority sexual orientation and/or gender identity, and all candidates who contribute to the diversity of our community.

We select the best employees and volunteers based on their qualifications, skills, knowledge and commitment. RMHC Atlantic also recognizes that candidates may request accommodations to participate or perform to the best of their abilities. As per regional labour standards and national human rights guidelines, reasonable workplace accommodations and adjustments will be granted.