



# InclusionNB

Creating Opportunities • Créer des possibilités

## **Director of Social Policy**

**Inclusion NB** is leading the creation of opportunities for individuals with an intellectual or developmental disability and their families to live full and valued lives in all aspects of society. We are seeking a dynamic, knowledgeable, and passionate individual committed to the vision, values, and philosophy of inclusion to join our team as **Director of Social Policy**.

The **Director of Social Policy** will lead Inclusion NB's policy and advocacy efforts to advance the rights, inclusion, and full participation of people with an intellectual or developmental disability (IDD). This position is a key leadership role responsible for research, analysis, and policy development to influence systemic change and promote equity, accessibility, and self-determination across New Brunswick.

### **Responsibilities:**

#### *Policy Leadership & Development*

- Develop and establish annual social policy priorities aligned with Inclusion NB's strategic plan;
- Research, analyze, and prepare policy papers, briefing notes, and position statements on issues such as: Inclusive Education, Early Learning & Childcare, Employment, Access to Health Care, Housing, Social Assistance Reform, Disability Supports, Supported Decision-Making and Human Rights;
- Monitor and respond to emerging provincial and national policy trends and legislation impacting individuals with IDD;
- Support capacity-building across the organization by sharing policy insights and analysis.

#### *Stakeholder & Government Relations*

- Build and maintain relationships with government, community, and advocacy partners to advance Inclusion NB's policy priorities;
- Represent Inclusion NB on government and community committees, including those focused on inclusive education, social assistance reform, housing, and disability supports.

#### *Community Education & Support*

- Develop accessible policy information and guidance documents for individuals and families;
- Facilitate information sessions and presentations on policy topics such as supported decision-making, income benefits, and human rights.

## **Qualifications**

- Bachelor's degree in Social Sciences, Public Policy, Law, or a related field; a Master's degree is considered an asset.
- Minimum five years of experience in policy research, development, or advocacy, preferably within the disability, human rights, or social services sectors.
- Demonstrated understanding of disability inclusion, accessibility, and human rights.
- Strong public speaking, presentation, and media communication skills.
- Experience engaging with government and community stakeholders.
- Bilingualism (English/French) is considered a strong asset.
- Strong analytical, writing, research, and interpersonal skills, with the ability to translate complex policy issues into clear, actionable messages.

**Inclusion NB is a progressive, employee-recommended, and team-oriented organization that promotes a strong work-life balance and offers a comprehensive benefits package upon hire including:**

- 4-day Summer Work Weeks (July & August Annually)
- Flex Schedules (Including the option for Hybrid work)
- Work Life / Balance
- Paid Sick Time
- Paid Vacation
- Mental Health Days
- Professional Development
- Free Parking
- Paid Lunch Breaks
- Group Insurance Benefits

**If you are interested in applying for this position, please forward your resume to:**

Inclusion NB

Attn: Kirk Munroe, Director, People & Culture

<mailto:careers@inclusionnb.ca>

If a reasonable accommodation is needed to participate in the job application or interview process and/or to perform essential job functions, please contact Kirk Munroe at 506-453-6677.

We thank all applicants for their interest but wish to advise that only those selected for an interview will be contacted.