



VYPER Program Manager - Visionary Youth Peers for Equity & Revitalization

Matsqui-Abbotsford Impact Society
Abbotsford, BC (Hybrid: Office + Remote)

About VYPER

VYPER (Visionary Youth Peers for Equity & Revitalization) is an Indigenous youth-led initiative based in the Fraser Valley, BC. Since 2021, we've hosted 300+ culture nights and reached over 50,000 people through pow wows, youth cohorts, land-based learning, and storytelling. Our mission: help Indigenous youth reconnect with culture, reclaim leadership, and spark systems change.

Through the Resurgence in Motion (RIM) framework, VYPER partners with schools, child welfare agencies, and community organizations to strengthen protective factors for Indigenous youth, including belonging, cultural identity, leadership development, and institutional cultural safety.

Phase 3 of the Public Health Agency of Canada's Mental Health Promotion Innovation Fund supports provincial and interprovincial scaling of this work.

This is a senior leadership role responsible for operationalizing that scale.

Position Overview

The Program Manager / Operations Lead provides strategic and operational leadership across all Phase 3 streams, ensuring high-quality implementation, institutional integration, and compliance with federal funding requirements.

This role translates vision into structured systems. It holds operational clarity while protecting relational integrity and cultural governance.

The position is based in Abbotsford, BC, with a hybrid model (office + remote). Travel within British Columbia and occasional interprovincial travel may be required.

Key Responsibilities

Strategic Implementation & Scaling

- Oversee regional, provincial and interprovincial implementation of the Resurgence in Motion framework
- Oversee onboarding and readiness planning for new partner sites
- Support institutional embedding of RIM practices across education and child welfare systems
- Coordinate scaling strategies (scaling deep and scaling out)

Operations & Funding Oversight

- Manage annual workplans aligned with federal contribution agreement requirements
- Oversee program budgets and resource allocation
- Develop and maintain operational systems (tracking, documentation, reporting)
- Ensure compliance with PHAC reporting and accountability standards
- Develop and steward strategic funding opportunities to support program expansion and sustainability.

Team & Cross-Stream Coordination

- Supervise and support stream leads and coordinators
- Facilitate cross-stream planning and alignment
- Support distributed leadership and reciprocal mentorship structures
- Maintain sustainable staffing rhythms and workload balance

Governance & Partnerships

- Support Living MOUs and institutional partnership agreements
- Work alongside youth governance structures and Elders
- Uphold OCAP®, SGBA+, and culturally grounded governance practices
- Maintain strong relationships across sectors (education, child welfare, community, public health)

Evaluation & Knowledge Integration

- Collaborate with Developmental Evaluator
- Integrate evaluation findings into adaptive implementation
- Support knowledge development and exchange activities
- Contribute to sustainability and scale-out planning

Qualifications

- Minimum 5 years of progressive leadership experience in program management, operations, or systems implementation
- Experience managing multi-partner or multi-site initiatives
- Strong organizational and budget management skills
- Experience with federally funded programs or contribution agreements
- Knowledge of Indigenous governance frameworks and community accountability practices an asset
- Experience in education, child welfare, public health, or related systems
- Ability to navigate complexity with clarity and steadiness

Lived experience of Indigeneity and experience working within Indigenous communities and Indigenous-led organizations are an asset.

Core Competencies

- Systems thinking and strategic planning
- Operational design and implementation

- Budget oversight and compliance
- Relational leadership and facilitation
- Adaptive problem-solving
- Ethical and culturally grounded decision-making

Compensation & Benefits

- \$34–\$36 per hour
- 37.5 hours per week
- Comprehensive extended health and benefits package (100% employer-paid after successful completion of probation)
- 4% RRSP employer matching
- Professional development support
- Annual staff retreats, paid cultural days, birthday off with pay
- Flexible hybrid work structure

This is a full-time position funded through March 2029 with the possibility of extension.

Work Environment

- Based in Abbotsford, BC
- Hybrid office/work-from-home structure
- Occasional provincial/inter-provincial travel may be required
- Some evening/weekend events (gatherings, trainings, summits)

How to Apply

Submit your resume and cover letter outlining experience in operational leadership and systems implementation to impact@impactabby.com by midnight March 15, 2026.

We thank all applicants for their interest, however, only applications submitted with a cover letter to the appropriate email will be considered and only those applicants selected for an interview will be contacted.