

Director of Communications

The future of Black philanthropy won't speak for itself.

It needs someone who can steward the conversations that build trust.

REPORTS TO	JOB TYPE	LOCATION
Chief Executive Officer	Full-time, permanent	Remote, Canada

About the Foundation for Black Communities

The [Foundation for Black Communities](#) (FFBC) was created because only seven cents of every \$100 in philanthropic funding reached Black communities in Canada.

Today, FFBC is Canada's first Black community foundation and North America's largest Black community foundation, stewarding more than \$250 million in assets.

Our mission is to invest in change-making, working alongside Canadian community, philanthropic, political, and business organizations to ensure Black-led, Black-serving, and Black-focused nonprofit, charitable, and grassroots organizations have the sustained resources and infrastructure they need to create meaningful impact.

Our vision is a future where Black communities in Canada have the resources, organizations, and influence necessary to shape their own solutions and self-determination.

Why This Opportunity

This is an opportunity to join one of Canada's most influential philanthropic organizations at a defining moment in its evolution.

As a member of the executive leadership team, you will work alongside an accomplished Board of Directors, an innovative CEO, and leaders across philanthropy, government, business, and community to strengthen an institution that is changing how philanthropy serves Black communities.

You will inherit a strong foundation while helping shape what comes next. The communications function you lead will strengthen relationships, build public trust, elevate community voices, and help position FFBC for its next chapter of growth.

Your work will extend far beyond the Foundation. As FFBC continues to serve as a model for Black philanthropy, you will help shape how Black philanthropy is understood, not only in Canada, but around the world.

For a communications leader seeking purpose, influence, and the opportunity to leave a lasting legacy, few roles offer this combination of mission, visibility, and impact.

Position Overview

Reporting to the CEO, the Director of Communications provides strategic leadership for FFBC's communications function, including enterprise communications strategy, executive and stakeholder communications, media relations, reputation and issues management, strategic storytelling, internal communications, and public engagement. Working closely with the CEO, the Director defines and stewards the Foundation's voice, narrative, and public positioning.

The Director builds and strengthens relationships with communities, governments, funders, media, corporate partners, and other stakeholders, ensuring FFBC communicates with clarity, transparency, and purpose.

The role requires sound judgment, exceptional communication skills, cultural competence, and the ability to lead thoughtfully in a dynamic, high-profile environment. The Director helps steward the conversations that build trust.

Key Responsibilities

STRATEGIC COMMUNICATIONS LEADERSHIP

- Lead FFBC's enterprise communications strategy in alignment with the Foundation's mission and strategic priorities.
- Define and steward the Foundation's organizational voice, messaging, narrative, and public positioning.
- Establish communications priorities, standards, messaging frameworks, and performance measures.
- Manage the communications budget, agencies, consultants, and external partners.

EXECUTIVE COMMUNICATIONS

- Serve as a trusted advisor to the CEO on executive communications, stakeholder engagement, and reputation.

- Develop executive speeches, presentations, messaging, thought leadership, and strategic communications.
- Prepare leadership for media interviews, public appearances, and key stakeholder engagements.

MEDIA, PUBLIC RELATIONS AND PUBLIC AFFAIRS

- Lead media relations and proactive public relations strategies.
- Build relationships with journalists, editors, podcast hosts, influencers, digital creators, and other emerging voices shaping public conversation.
- Lead issues management and crisis communications.
- Support government relations and public affairs communications.

STAKEHOLDER AND COMMUNITY ENGAGEMENT

- Build and strengthen relationships with community organizations, governments, funders, corporate partners, and other stakeholders.
- Ensure communications reflect FFBC's values of transparency, accountability, and community partnership.
- Support communications surrounding participatory grantmaking, research, partnerships, and strategic initiatives.

STORYTELLING AND DIGITAL COMMUNICATIONS

- Lead strategic storytelling that reflects the voices, experiences, and aspirations of Black communities.
- Oversee content strategy across traditional media, digital platforms, social media, publications, newsletters, campaigns, podcasts, and emerging channels.
- Translate complex issues into accessible, compelling communications.

INTERNAL COMMUNICATIONS AND LEADERSHIP

- Lead internal communications that strengthen organizational alignment and employee engagement.
- Build, mentor, and develop a high-performing communications team.
- Foster collaboration across departments to ensure communications support organizational priorities.

The Leader We're Looking For

You are a strategic communications leader with exceptional judgment and the ability to build trust across diverse audiences. You understand that communications is as much about listening as it is about speaking.

You are comfortable advising senior executives, navigating complexity, leading through ambiguity, and representing an organization whose work matters deeply to communities across Canada.

Success in this role requires deep knowledge of and meaningful experience working alongside Black communities. You bring demonstrated cultural competence, authentic relationship-building skills, and an understanding of the historical and contemporary issues that shape Black philanthropy and community leadership in Canada.

You are also familiar with both traditional and emerging communications channels, including media, social platforms, influencers, podcast hosts, digital creators, and other voices shaping public dialogue.

Qualifications

REQUIRED

- Ten or more years of progressive communications leadership experience.
- Experience advising CEOs and executive leadership teams.
- Expertise in strategic communications, media relations, issues management, crisis communications, and reputation management.
- Experience leading internal communications.
- Outstanding writing, editing, and presentation skills.
- Working knowledge of digital communications, social media, and content strategy.
- Experience measuring communications effectiveness.
- Demonstrated success building trust across diverse stakeholders.

PREFERRED

- Experience in philanthropy, nonprofit, public sector, or community-serving organizations.
- Bilingualism in English and French.
- Relevant post-secondary education or equivalent experience.

Compensation

\$134,000 annually

Plus a comprehensive benefits package.

How to Apply

We are now initiating confidential conversations with values-aligned leaders who see themselves in this mandate. If you feel called by this opportunity, we invite you to begin a conversation.

To be considered, please email your resume to kmansure@dhrglobal.com and copy ahenderson@dhrglobal.com. Please put **FFBC Application for Director of Communications** in the subject line.

FFBC is committed to an inclusive hiring process. Priority is given to candidates who share the lived experiences of the communities they will work with. We accommodate accessibility requirements at every stage of the process. If you require an accommodation, please note it in your email and we will respond confidentially.