

Role Profile

Interim Director of Research and Advocacy (Parental Leave – 12 Month Term)

Société Alzheimer Society

NOVA SCOTIA

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Organizational Profile

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The Alzheimer Society of Nova Scotia (ASNS) is the leading not-for-profit organization working to improve the quality of life for Nova Scotians affected by dementia and advance the search for the cause and cure. Since 1983, ASNS has been providing help for people with dementia, their care partners and healthcare professionals – and that help comes in many ways.

Over 600,000 Canadians currently live with dementia, and that number is expected to rise to 1.7 million by 2050. In our province alone, over 16,000 Nova Scotians live with the disease, and that number is expected to almost double in the next 30 years. Dementia is the fastest growing healthcare issue of our time.

Mission Statement

ASNS is committed to alleviating the personal and social consequences of Alzheimer's disease and other dementias and promoting the search for causes and cures.

Vision Statement

- Provide leadership in addressing the reality of Alzheimer's disease and other dementias.
- Strengthen existing programs and create new ones in response to ever increasing needs.
- Advance and develop educational opportunities.
- Participate in and promote research.
- Provide an environment that attracts and retains high quality staff and volunteers.

Lighting Our Future Path: Strategic Intentions 2022-2027

The result of extensive community and stakeholder consults, our strategic intentions set a course for 2022-2027. Through execution of this plan, we aim to expand existing services and ensure supports for every stage of the dementia journey, from diagnosis to end-of-life. We intend to support caregivers, in both formal and informal settings, to ensure they are equipped with adequate knowledge, skills, and resilience. We commit to addressing barriers to dementia support, whether they are cultural, geographical, or otherwise. And we plan to work collaboratively with government, healthcare, and sector partners to ensure we amplify the voices of those with lived experience, and ensure we are focused on advocacy issues that matter to them. Read our full strategic intentions document at www.alzheimer.ca/ns/stratplan.

Our Values

Our values are “CARE: Collaboration, Accountability, Respect, and Engagement.” Work is in progress to ensure that ASNS values underpin all aspects of our working culture, from hiring and orientation, performance evaluations, how we manage our day to day and how we interact with each other:

- **Collaboration** - We work together as one organization, and actively engage with partners to fulfill our mission and achieve our goal – that Nova Scotians receive personal and responsive services throughout their dementia journey.
- **Accountability** - We measure our performance and follow a process of continuous improvement. We are accountable for our actions, we lead with personal accountability, and must account to our interest holders for our use of the financial and human resources available to us.
- **Respect** - We set for ourselves the highest standards of honesty, trustworthiness, and professional integrity in all aspects of our organization and conduct our work with the utmost respect for the dignity and the rights of the people we serve, and those we work alongside.
- **Engagement** - We strive to engage interest holders in meaningful ways. To inform, listen and be attentive to those we work with - people with dementia, families, community partners, donors, volunteers, and staff members.

We Are ASNS!

Our talented staff team works across four core organizational functions: Finance & Operations, Programs & Services, Research & Advocacy and Philanthropy. Each department has a Director as lead (reporting to the CEO), with a small management structure underneath. Though we recruit and work based on specialties, it is widely understood that anyone who joins our team ‘works as one’ with their colleagues. We all have a role to play in ensuring the health, success, and sustainability of our organization and its deliverables across all functions and we work as needed to meet mission and fiscal goals.

I.D.E.A (Inclusion, Diversity, Equity & Accessibility)

Dementia does not discriminate. We put personhood at the centre of our work, and we continue to build an inclusive culture that encourages, supports, and celebrates the diverse voices of our employees, clients, and interest holders. All qualified applicants will be considered for our team, and we encourage applicants from diverse communities to self-identify in their application. Please request any accommodation required to facilitate the recruitment process.

Our I.D.E.A. strategy is central to our new strategic initiatives, and we invest in organization-wide training and development to better support all equity-deserving communities.

Board of Directors

The dedication, enthusiasm and expertise of our Board of Directors makes it possible for us to continue to support Nova Scotians affected by dementia.

Alzheimer Society Federation

ASNS is a member of the Alzheimer Society Federation (the Federation) which consists of 10 provincial societies and the Alzheimer Society of Canada (ASC). This Federation is defined as a network of partners committed to a common mission and a shared brand and program model, while remaining legally independent from one another. In addition to independent provincial strategic plans (the responsibility of individual societies), there is also a Federation-wide strategic plan, and it is crucial each society is in support of effective execution of both. There are shared financial mechanisms relating to nationwide revenue sharing, provincial support of the nationwide Alzheimer Society Research Program, and an annual assessment for shared service provision.

First Link®

ASNS operates using the First Link® model of Programs and Service delivery. Persons living with dementia and their families or care partners are connected to the Alzheimer Society for information, education, support, and referral. These connections are ideally made as early as possible in the course of the disease and are maintained throughout the progression of the disease via a combination of programs and services provided by ASNS, alone or in partnership with other health and community agencies. Clients may contact the society directly or be referred by a physician or other health care provider.

Additional Information

- Alzheimer Society of Nova Scotia
<http://www.alzheimer.ca/en/ns>
- Partnerships
<http://www.alzheimer.ca/en/ns/About-us/About-the-Alzheimer-Society/Our-Partners>
- About Dementia
<http://www.alzheimer.ca/en/ns/About-dementia>
- Programs and Services
<https://alzheimer.ca/ns/en/programs-services>
- The Landmark Study Report
<https://alzheimer.ca/ns/en/landmark>
<https://alzheimer.ca/ns/en/landmark2>

The Role

The Interim Director of Research & Advocacy, Parental Leave – 12 Month Term (DRA) is a senior leadership position in the Society. Under direction from the CEO and working collaboratively with the Senior Leadership Team (SLT), the DRA is accountable for development, maintenance, and achievement of the Society's Research & Advocacy activities, in line with and in support of the Society's strategic intentions. The DRA leads and empowers a team of nine professionals responsible for leading research, public education and advocacy related activities with a primary goal of system-level change and advancing priority issues of people living with dementia and their care partners, ensuring those with diverse lived experience are partners in the development and rollout of research, public education and advocacy activities.

Accountability/Relationships

The Interim Director of Research & Advocacy (Parental Leave - 12 Month Term) reports to the Chief Executive Officer, works collaboratively as part of the Senior Leadership Team, and provides direction and leadership to nine professionals including four direct reports within the Research & Advocacy department.

The DRA will build and steward meaningful relationships with ASNS and selected nationwide staff, as well as members of the research, scientific and clinical community, government representatives, and external organizations as appropriate to carry out the responsibilities of the position.

The Details

This is a temporary, full-time, twelve (12) month term position, five (5) days/thirty-five (35) hours per week, with core working days and hours of Mondays to Thursdays from 8:30 am – 4:30 pm (60 min lunch) and Fridays from 8:30am – 4:00pm (30 min lunch). Friday hours may be reduced further (8:30am -1:00pm), at your discretion during any week, via the use of our Flexible Fridays initiative. Occasional evening and weekend hours may be required, which is compensated for on a flex-time basis. ASNS offers a hybrid work environment, with most staff working in the provincial Halifax office approximately 50% of the time and from a home or remote office approximately 50% of time. This arrangement is subject to change with notice.

A laptop is provided as are general stationary items such as paper, file folders and writing instruments as needed. Please note that as a condition of employment, all ASNS employees are required to possess a smart, employee-owned cellular device for limited work-related purposes. The primary purpose is for use of Microsoft's Authenticator app to access ASNS systems, and for which employees receive a monthly allowance (currently \$25 per month).

A home office requires secure and reliable internet connectivity as well as privacy. Office furniture is not provided for home offices; however, a stipend is provided to offset costs related to internet and furniture.

ASNS offers competitive salaries, a comprehensive benefits package including an employee assistance program, a professional development allowance and support from a staff Wellness Committee.

Key Responsibilities

1) Departmental Oversight and Leadership

- Provides operational and strategic leadership working collaboratively as part of a five member Senior Leadership Team
- Oversees a highly skilled, motivated team of nine professionals including four direct reports
- In collaboration with the Director of Finance & Operations, manages the departmental budget
- Ensures research and advocacy activities are informed by those with lived experience
- Ensures all Society informational resources, curricula, key messages and other materials are evidence-based and aligned with current research.
- Supports quality assurance and reporting to meet accountability commitments.
- Represent the Society as a subject matter expert through external committees, consultations, presentations, media, public forums and engagement with diverse audiences.
- Brings an intersectional lens and supports the Society in its intentional engagement to African Nova Scotian, Indigenous, and Acadian communities and all equity seeking communities.

2) Public Education

- Promotes evidence-based public education initiatives that inform and empower ASNS' many audiences to foster behaviour changes at a population level (risk reduction, living well with dementia).
- Facilitates evidence-based professional development and educational opportunities for health care professionals (dementia care conference, administer the U-First! Healthcare, etc.).
- Oversee continued implementation of Dementia Friendly Communities NS Initiative, laying the groundwork to ensure sustainability.

3) Research

- Oversees research knowledge mobilization activities, making research findings accessible and translating research into practical applications that can inform policy and improve practices.
- Build and maintain partnerships to support research, knowledge sharing, and the use of evidence in decision making, resources, programs, and practices.
- Ensure ASNS messaging is evidence-based, accurate, and informed by current research, while aligning with the Society's mission and strategic priorities.

4) Advocacy

- Provides strategic visioning of system-level change – and employs the tactics to achieve it.
- Lead government relations, policy monitoring and analysis, and advocacy initiatives to advance the Society's priorities and influence public policy.
- Collaborates with relevant organizations including Alzheimer Federation partners on joint advocacy initiatives to inform advocacy efforts and amplify impact.
- Stewardship of The Grey Initiative on Diagnosis – facilitating provincial access to timely, culturally appropriate diagnosis and First Link referral partners

Key Competencies

1) Leadership, Strategic Planning & Long-Term Vision

- Provides direct leadership, management, mentoring, and coaching to the Research & Advocacy team; empowers the team for autonomy and success and fosters accountability and a person-centred approach.
- Actively participates in the activities of the SLT, bringing a proactive, solution-focused attitude to issues that affect the entirety of the organization.
- As part of SLT, actively supports the CEO in the creation and operationalization of the strategic plan. Takes a leading role in strategy development and monitoring for the Research & Advocacy department.
- Supports the CEO and Director of Finance & Operations in the development and implementation of the organization's annual budget and 5-year growth plan; takes a leading role in budget development for the Research & Advocacy department.
- Supports the CEO and Board in the development and review of its policies as requested.
- Collaborative and consultative in nature; sees the organization as a whole and promotes holistic dialogue around organization health. Supports the evolution of strong cooperative working relationships with staff and colleagues, representing our values with external collaborators.
- Lives ASNS's values, and promotes a culture of wellness, cooperation, vitality, possibility, and success.

2) Organizational Management, Administration, & Communication

- Leads the recruitment processes for the Research & Advocacy team, including role profile development and interviews.
- Promotes adoption of best practices for ASNS operational process, including but not limited to HR, finance, IT, and data.
- Actively supports projects developed to improve ASNS efficiencies and promotes collaboration on Society-wide project work among the Research & Advocacy team.

3) Cultural Humility

- Displays empathy and understanding related to the complex realities of communities and populations experiencing barriers to equitable health care, and discrimination in general.
- Has awareness of own culture and is open to explore issues of unconscious bias.
- Possesses enthusiasm to learn about and understand diverse behaviors, values, and attitudes.
- Maintains the highest standards of ethics and integrity, upholding the Society's values and ensuring that ethical principles guide all aspects of their work.
- Familiarity with insights from Landmark Study volumes I and II with a recognition of how such data influences ASNS strategic intentions

4) Research

- Displays critical thinking and is effective at appraising evidence, problem solving, and evaluating methods.
- Advanced working knowledge of research processes and nuances related to dementias and the impact of dementia on caregiving.
- Brings expertise in program evaluation.
- Brings empathy and understanding, recognizing and respecting the unique needs and challenges faced by this vulnerable population.

5) Advocacy

- Experience in advocacy, government relations and public policy is a significant asset
- Experience in adult education, community development, and community partnerships an asset
- Displays critical thinking and is effective at appraising evidence, problem solving, and evaluating methods.
- Displays advanced working knowledge of government processes and the healthcare system in relation to dementia and the impact of dementia and caregiving.

The Ideal Candidate

Education & Experience:

- Eight to ten years of related experience required (e.g. non-profit organization, research/academia, policy analysis/program evaluation, health services/government relations);
- Post-secondary education, a Masters' degree preferred, in social work, gerontology, public health, public policy or another related field or equivalent combination of education and experience.
- Demonstrated leadership skills including experience in people leadership, operational management, strategic planning and budget development.
- Has vision and acumen to deliver on the department's accountabilities in support of an ambitious agenda to change the experience of, and future for, people affected by dementia.
- Experience in dementia research, knowledge mobilization, understanding statistical analysis and familiarity with the landscape of dementia research in NS, Canada and internationally.
- Demonstrated experience in advocacy, government relations and/or public policy.
- Passion for and commitment to the mission of the Alzheimer Society of NS, the wellbeing of individuals living with dementia, as well as their care partners.
- Knowledge of dementia and its impact on individuals and families, and the impact of the health-care system, is essential.
- Experience in developing partnerships, engaging and collaborating with a diverse set of interest holders.
- Experience as a spokesperson and in media relations is an asset.
- Advanced competency with standard office platforms; MS Office; MS Teams; Word and Excel;

Attributes:

- Adaptability, ability to manage competing priorities;
- Excellent organizational and time management skills;
- Exceptional listening, oral, and written communications skills;
- Ability to work independently and as a strong team contributor;
- Demonstrated commitment to continuing professional development;
- Analytical skills to identify and respond to emerging issues/opportunities;
- Understands the principles of equity and their role ensuring equity in all aspects of work;
- Person-centered focus and sensitivity to the needs of persons living with dementia and their care partners as a priority;
- A values-based working style; decisions and actions reflect the shared values of ASNS.

Media Posting

**Interim Director of Research & Advocacy
(Parental Leave – 12 Month Term)
Halifax, Nova Scotia**

Are you passionate about supporting Nova Scotians affected by Alzheimer's disease or other dementias? Do you want to lead change, amplify voices and advance dementia advocacy across Nova Scotia? The Alzheimer Society of Nova Scotia (ASNS) is seeking a new team member to work with our dedicated leadership team and staff to take our organization to the next level.

The Alzheimer Society of Nova Scotia (ASNS) is the leading not-for-profit organization working to improve the quality of life for Nova Scotians affected by Alzheimer's disease or other dementias and advance the search for the cause and cure. Since 1983, ASNS has provided help for people with Alzheimer's disease and related dementias and their care partners – and that help comes in many ways. The organization has grown significantly over its 40+ years and presently employs over 40 well-trained, committed, hardworking staff in the areas of Finance & Operations, Programs & Services, Research & Advocacy, and Philanthropy. We are now seeking an Interim Director of Research & Advocacy (Parental Leave – 12 Month Term) to join our Research & Advocacy team.

The Research & Advocacy Department works to create “Hope for Tomorrow” through evidence-informed advocacy, research, public education and system change. Reporting to the Chief Executive Office (CEO), the Interim Director of Research & Advocacy (DRA) will work closely with other members of the Senior Leadership team, including the Director of Programs and Services, the Director of Philanthropy and the Director of Finance & Operations and will lead and empower a team of nine dedicated professionals, including four direct reports. This is a temporary, full-time, twelve-month term position, to provide coverage during a parental leave.

The DRA will be responsible for leading research, advocacy and public education related activities with a primary goal of system-level change and advancing priority issues of people living with dementia and their care partners, ensuring that the latest evidence and those with diverse lived experience are partners in the development and rollout of research and advocacy activities. As a values-driven organization, it is important these plans are in line with our core values.

We are seeking a collaborative professional with a passion for the cause and the energy, strategic foresight, and experience to make a difference. Your experience is as important as your approach; ASNS is proud to foster a supportive, person-centred environment that promotes productivity and success while nurturing team wellness and embraces diversity in all its forms.

ASNS offers competitive salaries, a comprehensive benefits package including an employee assistance program, a professional development allowance and support from a staff Wellness Committee. The annual salary band for this position is \$80K to \$100K. To be eligible for this position, you must be legally entitled to work in Canada and be able to spend at least 50% of work hours at our Halifax peninsula office. To learn more about this exciting opportunity, please review the full role profile.

To apply, please send a resume and cover letter, as one pdf document, to John Britton, CEO; john.britton@asns.ca and Human Resources, hr@asns.ca. Your cover letter should include a description of how your skills, education, and experience make you a good candidate for this position. Please apply by **Wednesday, September 2nd, 2026, 11:59 PM**.

ASNS is an equal opportunity employer. We are committed to fostering an inclusive, accessible environment, where all staff, clients, donors, volunteers, and partners are respected and supported. We are dedicated to building a workforce that reflects the diversity of the people and communities in which we live and serve, and to creating an environment where every employee has the opportunity to reach their potential.

We encourage applications from all qualified candidates including Indigenous Persons, Black/African Nova Scotians, members of racially visible communities, persons with disabilities, persons of a minority sexual orientation, gender identity and/or expression, and/or language minorities. All qualified applicants will be considered and we encourage applicants from diverse communities to self-identify in their cover letter.

Please request any accommodation(s) required to facilitate the recruitment process by contacting human resources at hr@asns.ca and we will do our best to support you. You may provide as much or as little information as you are comfortable sharing. Requests will be handled respectfully and confidentially.

We thank all applicants for their interest, however, only those candidates selected for an interview will be contacted.