

# Director, Impact Profile

April 2021

**Job Status: Full time, salaried**  
**Reports To: VP Corporate Affairs**

## SUMMARY

TAS is an unconventional impact company that builds connected, caring and committed neighbourhoods. Delivering impact has been central to our strategy for decades, and the Director, Impact will play a critical role in ensuring that TAS continues to lead a new standard for how business can positively contribute to society and the environment. The successful candidate in this new position will serve as day-to-day lead on the implementation of a forward-looking outcome-driven impact management framework and help ensure the successful execution of related projects, partnerships and profile-raising strategies. We're looking for a strong and dynamic leader who will be able to engage with, motivate and stretch cross-functional collaborators within and beyond TAS. The ideal candidate will have deep relevant technical experience in impact / ESG / sustainable investing. They will also bring an established network, entrepreneurial drive and creative approach to the role. This is a tremendous opportunity to join a diverse, talented, high-performing team and influence the industry towards greater sustainability and equity in a rapidly evolving urban context.

At TAS we see diversity as our strength, and our 55+ person team includes 50% women and over 60% BIPOC. We offer a competitive compensation package including a best-in-class employee experience, recently enhanced group health benefits and wellness programs.

## SKILLS AND COMPETENCIES

- Post-secondary degree, with additional post-graduate certificates, designations and/or degrees considered an asset
- ~10 years of experience with
  - Strong understanding of residential and commercial real-estate development
  - Demonstrated command of impact management research, accreditations and best-practices
  - Experience overseeing data collection and management
  - Strong business acumen, comfortable with financial analysis and budgets
  - Working knowledge of
    - Sustainable building technologies and accreditations
    - Policy landscape and drivers
    - Emerging opportunities/challenges for and leaders within the not-for-profit and social enterprise sectors
- Excellent written and verbal communications and presentation skills
- Superior problem-solving and decision-making capabilities
- Tactful and diplomatic with sound instincts and judgement
- Strong interpersonal skills, able to maintain relationships, influence and be a trusted advisor at all levels
- Experience in high-performing teams, with a demonstrated ability to set objectives and hold people accountable to results
- Entrepreneurial with a high level of integrity, ownership and accountability, able to operate with a sense of urgency and be assertive as required
- Tenacious with a contagious desire to learn, grow, go the extra mile and exceed expectations
- Curious, collaborative and approachable
- Passionate, with a demonstrated interest in city-building, social and environmental impact

## RESPONSIBILITIES

- Play a lead role in the evolution of TAS's forward-looking, outcome-driven impact framework, which includes a comprehensive business benchmark and bespoke strategies for four priority action areas
- Lead ongoing integration and implementation across the business
  - Engage and foster team member understanding, adoption, and ultimately, shared ownership of progress
  - Clarify and prioritize objectives, providing a clear compass for decision-making
  - Oversee data management and assurance processes are in place to substantiate impact claims
  - Oversee KPIs and internal management reporting
  - Keep up-to-date on best-practices in ESG, impact management and impact investing and share those learnings internally
- Play a lead role in the management of strategic partnerships and/or projects advancing impact objectives
  - Help identify partnerships and projects, evaluate opportunities and make related recommendations
  - Lead and/or oversee effective project management, including budget and, if required, consultant management
  - Help cultivate and manage related external relationships
  - Help ensure seamless integration with and/or hand-off to project teams across the business
- Play a lead role in positioning TAS as an industry leader
  - Project manage the development of an annual impact report
  - Actively participate and represent TAS in ESG and impact management and impact investing networks
  - Support investor capital raising efforts
  - Advise on and support the execution of impact-related thought leadership, profile raising and communications strategies and projects

### Internal leadership

- Serve as an internal impact management subject matter expert
- Actively encourage inter and cross-functional collaboration, workflows and efficiencies
- Help maintain strong operational frameworks that empower the team to work in an agile, responsive manner in a fast-paced, high-volume environment; contribute to the ongoing evaluation and improvement of related systems, processes and tools
- Proactively coach, mentor and guide the performance, skill and competency development of colleagues
- Deepen personal understanding of TAS's strategy/culture, and help colleagues do the same on an ongoing basis
- Embody TAS's Culture Code, i.e. be a performance fanatic, innovative, an exceptional collaborator and committed to multipurpose impact

## PROCESS

Candidates should email their resume and cover letter together in one PDF document to: [careers@tasdesignbuild.com](mailto:careers@tasdesignbuild.com) quoting the position in the subject line. We thank all applicants, however only those selected for an interview will be contacted.

## ABOUT US

TAS is a mixed-use real estate developer that engages, designs, and invests with intent to build more inclusive, livable cities. We deliver vibrant projects that blend residential, commercial, cultural and community spaces to serve evolving needs for today and tomorrow. Impact and people are at the heart of everything we do. Founded as a custom home builder in 1983, we expanded in the early 2000s and have since delivered five major projects. Our active project pipeline now totals over 5.6 million square feet and includes unique sites across the Greater Toronto Area. We are a proud Certified BCorporation and a founding member of the SVX Social Impact Investment Platform. [www.tasdesignbuild.com](http://www.tasdesignbuild.com)