

POSITION DESCRIPTION

Title: Senior Program Manager, Climate and Energy Resilience

Position Term:	Permanent, Full-time (37.5 hours per week)
Salary Range:	\$105-\$114K annually, plus a comprehensive benefits package
Application Deadline:	Apply by August 25, 2025 (5:00 pm PDT) for priority consideration. Applications will be reviewed on a rolling basis and the position will remain open until filled.
Estimated Starting Date:	October 20, 2025

The Fraser Basin Council Society (FBC) is a non-profit organization that advances sustainability solutions and practices across BC through strategic convening, facilitation, education and program management. We are seeking a Senior Program Manager, Climate and Energy Resilience, to provide strategic leadership in the design, development, and delivery of initiatives that advance climate and energy resilience across British Columbia. This position is based in our Vancouver office and is delivered through a hybrid working arrangement (a combination of home and office); alternative arrangements may be considered if necessary.

Position Overview

Reporting to the Director, Operations and Climate Change, this position helps advance FBC's sustainability vision in British Columbia – social well-being supported by a vibrant economy and sustained by a healthy environment – in a manner consistent with the FBC Charter for Sustainability and in implementing the FBC Strategic Plan.

As a key member of the Management Team, the Senior Program Manager is responsible for overseeing multiple programs, managing high-impact projects, securing funding, building partnerships, and leading a multidisciplinary team of staff and contractors. The role requires a blend of systems thinking, facilitation expertise, program management, and sectoral knowledge to ensure programs align with the Fraser Basin Council's vision, mission, and sustainability principles.

Required Job Functions and Duties

Leadership & Strategy

- Lead the planning, development, and execution of at least two province-wide or regional programs under the Climate and Energy Resilience portfolio.
- Ensure all program activities and deliverables align with FBC's mission, values, and standards of excellence.

- Evaluate program performance, efficiency, and impact; identify and implement opportunities for continuous improvement.
- Anticipate, identify, and manage risks related to program activities and ensure appropriate mitigation measures are in place.
- Provide thought leadership and maintain a forward-looking perspective on key climate and energy issues affecting BC.
- Provide support to the Director, Operations and Climate Change related to FBC governance and operations, including support for policy development and board governance

Project Management & Delivery

- Oversee the implementation of climate and energy resilience initiatives, ensuring projects are delivered on time, within scope, and on budget.
- Design and facilitate collaborative engagement processes including multi-stakeholder meetings, workshops, and regional forums.
- Foster collaboration among diverse partners—such as Indigenous communities, governments, utilities, nonprofits, and academia—to advance shared sustainability goals.
- Ensure timely reporting and communication of project progress and outcomes to internal teams and funders.

Team & People Management

- Supervise and support program staff, contractors, and volunteers; provide coaching, performance feedback, and mentorship to foster a high-performing team culture.
- Coordinate internal project teams, ensuring roles, responsibilities, and timelines are clearly defined and tracked.
- Prepare and manage contracts, including the development of Requests for Proposals and coordination of selection processes.
- Provide support to the Director, Operations and Climate Change related to human resources and staff development.

Finance & Fund Development

- Develop and manage multi-year program and project budgets, including financial forecasting and monitoring.
- Identify and pursue new program and project opportunities through strategic funding proposals and partnership development.
- Lead or support the preparation of grant applications and reports, in collaboration with the Director of Operations and Climate Change.

Communications & Outreach

- Serve as an ambassador for the Climate and Energy Resilience Program and the broader organization.

- Contribute to the development of public-facing communications materials (e.g., web content, reports, publications).
- Raise awareness of FBC's initiatives among target audiences and stakeholders across BC.

Required Skills and Qualifications

- Minimum of 7 years of progressive experience in sustainability, climate change adaptation/mitigation, energy systems, or related fields, with at least 3 years in a program or team leadership capacity.
- Proven track record in leading multi-interest, collaborative initiatives and facilitating stakeholder engagement across diverse communities and sectors.
- Demonstrated experience in managing complex projects and multi-year programs, including budgeting, reporting, and risk management.
- Strong background in strategic planning, partnership building, and securing funding from public and private sources.
- Relevant post-secondary education and/or equivalent experience in sustainability, public policy, environmental or climate planning, natural resource management, or related disciplines.
- Existing networks and relationships in the climate and energy resilience space (e.g., government, Indigenous organizations, utilities, research institutions, nonprofits).
- Exceptional facilitation, public speaking, and written communication skills.
- Skilled at supervising and mentoring staff, fostering collaboration, and managing cross-functional teams.
- High degree of initiative, organizational skill, and ability to balance multiple priorities in a fast-paced environment.
- Proficient with standard office tools and collaboration platforms (e.g., MS Office Suite, Teams, Zoom).
- Willingness to travel occasionally throughout BC to attend meetings and represent FBC.

Salary, Benefits & Work Environment

The salary range for this position is \$105-\$114K annually. FBC offers a comprehensive employee benefits package, which includes medical, dental and insurance coverage, an RRSP contribution matching program and professional development support.

Our organization is committed to creating a diverse and inclusive work environment and is proud to be an equal opportunity employer. All qualified applicants will be given consideration regardless of race, ethnicity, gender, sexual orientation or disabilities.

Application Instructions

Please send your resume and a cover letter to careers@fraserbasin.ca.

Application deadline: Apply by **August 25, 2025 (5:00 pm PDT)** for **priority consideration**.

Applications will be reviewed on a rolling basis and the position will remain open until filled.

While we appreciate your interest and all applications submitted, only shortlisted candidates will be contacted.

About the Fraser Basin Council

The Fraser Basin Council (FBC) is a charitable non-profit society that brings people together to advance sustainability in British Columbia. Our vision is for *“social well-being supported by a vibrant economy and sustained by a healthy environment.”*

Strategic priorities of FBC are to build sustainable and resilient communities, take action on climate change and support healthy watersheds and water resources. For over 27 years, we have undertaken a wide range of collaborative, multi-sector initiatives. Our work includes programs on flood management, community wildfire planning, air quality improvement, energy efficiency, green transportation, watershed planning and youth climate action projects. For more information, please visit our [website](#).

We are grateful at the Fraser Basin Council to live and work on the unceded, ancestral territories of the Indigenous Peoples of British Columbia.