Interim Director, Public Affairs & Strategic Communications

Speech-Language & Audiology Canada (SAC)

Position: Full-time, temporary (15-month maternity leave replacement), 35 hours per week
Location: Canada, remote work, with occasional travel
Reports to: Chief Executive Officer

Help strengthen Canada's voice for communication health.

At Speech-Language & Audiology Canada (SAC), we believe that communication is fundamental to connection, participation and quality of life. We are the national professional association representing speech-language pathologists, audiologists and communication health assistants, working to advance the professions and improve communication health for people across Canada.

We're also an organization in an exciting period of change.

With a renewed strategic direction, an evolving team and ambitious plans for the future, we're strengthening how we work together, how we support our members and how we make our collective voice heard.

We're looking for an Interim Director, Public Affairs & Strategic Communications to join our Senior Leadership Team during a maternity leave. This is an opportunity for someone who enjoys bringing people together, translating ideas into action and helping a committed team make a meaningful difference.

The opportunity

As Interim Director, you'll lead SAC's public affairs team while helping shape how the organization engages with governments, partners, members and the public.

Working closely with the CEO and Senior Leadership team, you'll provide strategic direction, support organizational priorities, and ensure the team has the clarity and support needed to succeed.

We're looking for a collaborative leader who combines sound judgement, strategic thinking, and strong people leadership with the ability to turn ideas into action.

What you'll do

Lead and support people. Provide direction, coaching and support to the communications and advocacy team. Establish clear priorities and expectations, encourage collaboration, address

challenges constructively and create an environment where people feel respected, supported and accountable.

Strengthen SAC's national voice. Guide the planning and delivery of public affairs initiatives that advance SAC's strategic priorities and increase awareness of communication health issues across Canada.

Connect strategy with action. Translate organizational goals into realistic departmental plans, coordinate resources and priorities, monitor progress and help the team deliver meaningful results.

Build relationships and influence. Support engagement with governments, professional associations, coalition partners, members and other partners, bringing sound judgment and a collaborative approach to complex conversations.

Guide communications and emerging issues. Provide strategic oversight for organizational messaging, media relations, public awareness campaigns, reputational considerations and sensitive communications issues.

Work across the organization. Collaborate with colleagues in membership, professional practice, learning and operations to ensure our work is coordinated, informed by professional expertise and focused on member value.

Contribute to organizational leadership. As a member of SAC's Senior Leadership Team, participate in strategic and operational decisions, contribute ideas, challenge assumptions constructively and help strengthen our organizational culture.

Who we're looking for

You are an experienced leader who understands that strong results and healthy workplace relationships go hand in hand.

You bring a combination of strategic thinking, practical judgment and the ability to turn complex priorities into coordinated action. You are comfortable navigating change, supporting people through uncertainty and balancing competing demands without losing sight of the bigger picture.

Ideally, you'll bring:

- Significant progressive experience in communications, public affairs, advocacy, government relations or a related field, including experience leading teams and complex initiatives.

- An understanding of Canadian public policy, government relations and partner engagement, ideally in healthcare, professional associations or the not-for-profit sector.
- Strong strategic communications skills, including the ability to navigate sensitive issues and provide thoughtful advice to senior leadership.
- Experience developing plans, managing priorities and budgets, and supporting teams to deliver results.
- A collaborative, inclusive leadership approach grounded in trust, accountability, transparency and respect.
- Excellent communication, relationship-building and problem-solving skills.
- Sound judgment, adaptability and the confidence to make decisions while remaining open to different perspectives.

A post-secondary degree in a relevant field or an equivalent combination of education and experience is expected.

Experience working with national associations, volunteer groups, coalitions or professional communities would be valuable. Bilingualism in English and French is a strong asset.

You don't need to have followed a perfectly traditional career path to be successful here. We recognize that meaningful leadership experience can be developed in different environments, and we encourage candidates with relevant transferable skills to apply.

What it's like to work at SAC

We're a relatively small national organization with an important mandate and people who care deeply about the work they do.

We value professionalism and expertise, but we also value kindness, curiosity, humour and the ability to work through challenges together.

We're continuing to build a workplace where:

- **People feel they belong.** Different identities, backgrounds, experiences and perspectives are welcomed, respected and valued.
- **Collaboration is genuine.** We share knowledge, listen to one another and recognize that our best work happens across teams, not in silos.
- **Accountability matters.** We take ownership of our commitments, communicate openly and approach challenges with a willingness to learn and improve.
- **Leadership is human.** We believe in clear expectations, constructive feedback, empathy and supporting one another's growth.

- **Change is an opportunity.** We're open to new ideas, thoughtful innovation and finding better ways to serve our members and advance our mission.

We are committed to equity, diversity, inclusion and accessibility, not simply as principles, but as an ongoing responsibility reflected in how we lead, communicate, make decisions and engage with the communities we serve.

We recognize that this work requires continuous learning, reflection and action, and we welcome people who are willing to contribute to that journey.

Why join us?

You'll join SAC at an important point in its evolution, with the opportunity to help a capable team succeed, strengthen collaboration across the organization and contribute to national conversations about communication health.

You'll work with colleagues who care about their professions, their members and one another, in an environment that values both meaningful results and the relationships that make those results possible.

Compensation & Benefits.

SAC offers a compensation package that reflects the responsibilities of the role and the experience of the successful candidate. Our package includes a base salary informed by national association-sector compensation benchmarks, health and dental benefits, paid vacation and holidays, and a flexible, supportive work environment that values employee well-being, professional growth and work-life balance.

For additional context on compensation within Canada's association sector, candidates are encouraged to consult the CSAE Compensation & Benefits Report – Executive Summary.

Interested? We'd love to hear from you.

Please submit your resume and a brief cover letter sharing what interests you about SAC, what you would bring to this role and how your leadership approach helps teams thrive.

Send applications to: careers@sac-oac.ca

SAC is an equal opportunity employer committed to building a diverse and inclusive workplace. We welcome applications from qualified individuals of all backgrounds, including Indigenous Peoples, racialized individuals, persons with disabilities, members of 2SLGBTQIA+ communities and others whose perspectives and experiences contribute to a more equitable and inclusive organization.

Accommodations are available throughout the recruitment process. Please let us know if there is anything we can do to support your participation.

We appreciate the interest of everyone who applies. Applications will be reviewed and interviews conducted on a rolling basis. We encourage interested candidates to apply early, as SAC reserves the right to fill the position as soon as a suitable candidate is identified.