



Volunteer Position: Board Directors

The Opportunity:

Volunteer Board Directors fulfill a vital governance role at The Immigrant Services Society of BC (ISSofBC), a not-for-profit Society and registered charity. The Board of Directors provides strategic leadership by setting direction, making policy and strategy decisions, overseeing, and monitoring organizational performance, and ensuring overall accountability.

This is an opportunity to uniquely contribute towards our mission: ***Together with newcomers and diverse communities, we foster belonging, inclusion, and success— building a stronger Canada for all.***

Directors bring their diverse expertise, lived experience and community connections, playing a key role in our organization’s success. ISSofBC is a large social-impact organization, operating in complex environments and contexts; serving as a Board Director also provides an opportunity to engage with and contribute to a significant leadership process.

In 2026, ISSofBC is recruiting Directors to strengthen our governance succession plan and diversify the knowledge, experience, and perspectives on the Board. Several positions on Board committees may also be available as a steppingstone to a Director role. Directors are appointed by election at the September AGM for two (2) year terms and are eligible for no more than three (3) consecutive terms. Orientation and onboarding are provided.

The Organization:

The Immigrant Services Society of BC is one of the largest immigrant-serving agencies in Canada, with a national and international reputation in the field of immigrant issues and services for immigrants and refugees. Since 1972, we’ve been providing support services for immigrants and refugees to help them get settled, find careers and learn what they need to know in starting a new life in Canada.

Through our dedicated staff of over 400, our many volunteers and community partners, we provide a diverse range of settlement, education, and employment services for over 20,000 clients every year. We are a leading provincial and national voice in the design and provision of settlement services and in ensuring Canada has a clear and positive vision for immigration.

ISSofBC’s mission and values emphasize inclusivity and recognition of individuals’ unique talents. The work culture finds strength in diversity of backgrounds, lived experiences, and identities.

Information about the current Board, our staff leadership team, and our strategic direction can be found on our website at <https://issbc.org/about-us/>

Board Structure: The Board operates through standing committees, which currently include Governance & Nominations, Finance & Audit, and People, Culture & Inclusion



Fiduciary & legal duties: Board Directors are expected to act in accordance with their fiduciary duties under the BC Societies Act, including duties of care, loyalty, and confidentiality, and to comply with ISSofBC’s conflict-of-interest and governance policies.

Ideal Candidates:

Candidates for this role can come from a variety of professional and personal backgrounds, but must demonstrate the following prerequisites:

Mission & Values: Possess demonstrated passion and connection to our mission of helping immigrants build their future in Canada, and a commitment to our values of dignity, inclusion, openness, and respect for uniqueness. Personal experience of being a newcomer, or contributing positively to the immigration sector, is highly desirable.

Leadership & Governance: Possess significant leadership experience. Leadership comes in different forms, professional, and community; we seek individuals who have demonstrated leadership knowledge and capacity in one or both venues. Experience on a governance-model Board of Directors is highly desirable.

Community Connections: Ability to strengthen the diversity of voices and lived experiences around the Board table, expanding the range of connections available to the organization. A commitment to diversity, equity, and inclusion – including gender equity and inclusion of equity-seeking groups – is paramount.

Commitment: In F26/27 Board Directors are required to prepare for and attend full Board meetings (~4 per year), periodic strategic planning sessions, and be a member of at least two Board Committees. Directors may also be called upon to take part in ad hoc working or project groups, and / or represent the organization at events in the community. The typical time commitment dependent on role is 8-10 hours per month. ISSofBC provides Directors’ and Officers’ (D&O) liability insurance for all Board Directors while acting in their official capacity. Board and community meetings are held in person and virtually. In 2026, the following specific skill sets and experiences have been identified as potential areas for additional expertise on the Board:

1. **Financial / Accounting:** Individuals with significant experience managing budgets, financial reporting, audits and assurance, management accounting, financial strategy, and governance of a medium to large organization, and with certified financial designation (e.g., CPA).
2. **Technology:** Senior level experience guiding technology strategy in complex organizations. Demonstrated capability in advising teams on the strategic implications of technology including digital transformation, data, cybersecurity, and artificial intelligence (AI).
3. **Public Policy & Government Relations:** Individuals with experience at a senior political or civil service level of government (federal or provincial). Understanding of policy making, funding arrangements, stakeholder relations, etc. within the immigration sector would be of particular interest.



4. **Legal:** An individual with a legal background who brings strong judgment and experience advising on legal and regulatory matters at an organizational or governance level.

Experience in immigration law—including policy, regulatory interpretation, compliance, or advocacy—is of particular interest, as this expertise will support informed oversight, risk management, and strategic decision-making. Candidates may have developed this experience through legal practice, public service, academia, or related professional roles.

5. **Immigration & Settlement:** Individuals with experience working within the settlement sector, and/or with academic or professional understanding of Canadian and/or BC migration and settlement policies.

As part of its commitment to diversity, equity, and inclusion, the Board actively tracks and assesses how its membership reflects the communities ISSofBC serves. In 2026, we are seeking to maintain and build this diversity, seeking qualified individuals who will strengthen representation of / from:

1. Women & non-binary / gender fluid individuals.
2. Individuals with personal and / or recent family lived experience of immigration to Canada, particularly through refugee or other humanitarian streams.
3. 2SLGBTQI+ communities.
4. People with disabilities.
5. Indigenous Peoples.

As part of our Truth & Reconciliation strategy, we will shortly be seeking to establish an Indigenous advisory position at the governance table. We would also welcome applications from, and dialogue with, Indigenous groups and individuals who would be interested in a full Director position.

HOW TO APPLY:

Application steps are as follows:

1. Please contact us at boardofdirectors@issbc.org to register your interest and receive an information package (including full role description, bylaws and governance policies, and most-recent annual report). Further information is available through our staff Executive Coordinator (at the email above).
2. To apply, submit a resume and a cover letter explaining why you are a great fit for this unique opportunity to boardofdirectors@issbc.org by the closing date of **May 20th, 2026**.
3. Interviews are scheduled to be completed by July 2026 with candidate recommendations reviewed by the Board in advance of nominations being put to members at the Annual General Meeting in September 2026.

We truly appreciate all applicants; however, we will be in contact with only those selected for an interview.