



Stella's Circle
Creating Community Together

Wellness and Engagement Lead

About Us

Award-winning. Inspiring. Values-driven. Entrepreneurial spirit. These are some of the words that describe Stella's Circle, a leading social justice organization that works with over 1,500 people each year, championing growth and transformation through housing, mental health, and employment.

The Position

The Wellness & Engagement Lead plays a key role in fostering wellness, connection, and inclusion across Stella's Circle. This position primarily focuses on supporting staff well-being, engagement, and psychological safety while building a culture of wellness across the organization. The Lead also supports the adaptation of wellness initiatives for participants by working with program teams to introduce and hand over implementation as appropriate.

Reporting to the Director of People and Culture, the Wellness & Engagement Lead designs, implements, and evaluates staff wellness strategies that strengthen organizational culture, resilience, and work-life balance. The role also contributes to organization-wide inclusion and wellness initiatives, including the coordination of the Stella's Circle Inclusion Choir.

What You'll Do

- Lead the design and delivery of staff wellness initiatives that promote mental health, psychological safety, and work-life balance.
- Collaborate with the Director of People and Culture to develop and implement organization-wide wellness and engagement initiatives.
- Coordinate and facilitate internal wellness programming such as workshops, team-building, and mindfulness sessions.
- Support program teams in adapting successful staff wellness initiatives for participants, assisting with launch and transition to program-led implementation.



Stella's Circle

Creating Community Together

- Coordinate the Stella's Circle Inclusion Choir, including rehearsals, performances, and community outreach, in collaboration with internal and external partners.
- Collaborate with internal wellness champions and committees to plan inclusive, accessible, and engaging wellness events for staff and participants.
- Contribute to HR-led projects focused on workload balance, burnout prevention, and workplace culture improvement.
- Plan and deliver staff wellness events, retreats, and recognition activities that foster a culture of appreciation and belonging.
- Collect and analyze staff feedback to measure the impact of wellness and engagement initiatives and identify opportunities for improvement.
- Maintain clear documentation, reporting, and scheduling for wellness programming and activities.
- Ensure all programming aligns with the values of Stella's Circle and centers trauma-informed, inclusive, and strengths-based approaches.

What You'll Bring

- Post-secondary degree in Human Resources, Organizational Development, Health Promotion, Psychology, or a related field.
- 3–5 years of relevant experience in employee wellness, engagement, organizational development, or mental health promotion.
- Excellent project coordination and organizational abilities.
- Strong interpersonal skills and ability to work collaboratively across divisions.
- Demonstrated ability to design, coordinate, and evaluate wellness or engagement initiatives.
- Knowledge of psychological health and safety frameworks, trauma-informed practice, and inclusive workplace design is considered an asset.
- Strong facilitation, communication, and relationship-building skills, with the ability to influence and collaborate across diverse teams.
- Strong analytical and evaluation skills to assess program impact and report outcomes to leadership.
- Valid First Aid/CPR (or willingness to obtain within 3 months).
- Valid driver's license and access to a safe vehicle for work.



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Creating Community Together

- Criminal Record and Vulnerable Sector Check; Enhanced Reliability Status Clearance.

The Details

This is a full-time contract position until March 31, 2030. The role requires some flexibility, including one regular evening shift per week, as well as occasional evening or weekend work to support staff and organization-wide wellness activities. Hourly rate: \$28.91 - \$31.27. Stella's Circle offers 15 statutory holidays, summer hours, comprehensive health and dental benefits, LTD, life insurance, matching RRSP and generous leave entitlements.

How to Apply

For best consideration, we encourage interested applicants to send cover letter and resume by November 14th to:

Michelle Moores
Human Resources Specialist
Stella's Circle
Email: recruitment@StellasCircle.ca

About Stella's Circle

Stella's Circle is a nationally celebrated charitable organization with a mission to champion growth and transformation through housing, mental health, and employment services. Our wrap-around programs are rooted in recovery, self-determination, and inclusion. Our vision is a home, a purpose, a community, and social justice for everyone.. Learn more at StellasCircle.ca.

Stella's Circle is proud to be an equal opportunity employer that embraces diversity. We are committed to creating an inclusive environment for all individuals and ensuring full and equal participation for each individual in our community. We treat all people with respect and dignity, and recognize their rights, opinions, experience, knowledge, and competence. Stella's Circle encourages applications from people of colour, people of diverse sexual orientations and gender identities, Indigenous Peoples, those with physical and mental illness and/or challenges, and those who face any systemic barrier.