



Advocacy Coordinator

Contract Position: Full-time

Duration: 3 Years based on annual evaluations of performance

Reports to: Board

Compensation: \$72,000 per year.

About Canadian on Paper Society for Immigrant Physicians Equality (COPSIPE)

Immigrant internationally trained physicians (I-ITPs) face systemic discrimination which prevents most from becoming licensed for reasons unrelated to competence. The discrimination is perpetrated by institutions, including government, despite pronouncing their support of EDI. Working together, these institutions implemented a two-class system designed to limit the number of licensed ITPs, to limit ITPs to underserved and lowest paid medical disciplines, and to force ITPs to work in underserved regions, depriving them of their equality and mobility rights. This system has been devastating to vulnerable immigrants who stripped of their profession, often become impoverished, and suffer mental illness.

Decades of public policy dialogue, academic papers, research, and advocacy have not changed the discrimination. COPSIPE works to end exploitation, challenge marginalization, combat powerlessness, resist cultural imperialism, and prevent moral injury by promoting and supporting I-ITPs who bring human rights cases challenging systemic discrimination and the harms it causes.

The Advocacy Coordinator's responsibilities are to advocate for systemic change and the enforcement of human rights including supporting and facilitating I-ITPs fight against discrimination through human rights and charter challenges, co-ordinating advocacy initiative, planning campaigns, engaging with I-ITPs and other stakeholders, and raising public awareness on relevant issues.

Our ideal candidate is highly passionate about our cause, has experience in community organizing and advocacy, has excellent communication and organizational skills, and can effectively liaise with various stakeholders, including partners, and policy-makers. ITPs are welcome to apply.

Responsibilities

- In consultation with the board, identify and prioritize advocacy issues in line with the organization's objectives
- Plan, manage, and execute advocacy campaigns and initiatives

- Support and facilitate I-ITPs fight discrimination through human rights and charter challenges
- Build relationships with other advocacy and service organizations and coalitions with similar interests to maintain a full understanding of the current landscape of local, regional and national activities, ensuring alignment and collaboration in order to optimize our collective impact.
- Engage with stakeholders, community members, and policy-makers to further our advocacy goals including lobbying for the inclusion of I-ITPs on committees
- Collect and organize information, materials and reports on topics related to the goals of COPSIPE
- Co-ordinate and provide guidance and structure for the fundraising activities of the organization.
- Expand and co-ordinate the society's network of I-ITPs and provide the network with ongoing updates of the activities of the society
- Recruit Pro-bono lawyers and explore partnerships with associations of human rights lawyers to support provincial, national and international legal cases brought by ITPs
- Organize and attend advocacy events, including meetings, seminars, and conferences
- Develop advocacy materials in consultation with the board such as press releases, op-eds, letters, fact sheets, public presentations, petitions
- Hire and supervise the Social Media/Communications staff person
- Assist with online advocacy, social media, and email alerts.
- Recruit and manage volunteers
- Develop strategies to increase public awareness and support
- Maintain a log of activities and provide weekly reports to the board
- Evaluate the impact of advocacy efforts and identify opportunities for improvement and growth

Qualifications

- Proven experience in advocacy, community organizing and public awareness campaigns
- Excellent communication skills, including written and verbal communication
- Experience in developing and executing advocacy campaigns
- Demonstrated ability to build and maintain strategic partnerships with external stakeholders
- Strong organizational and project management skills
- Passion for social justice and commitment to advancing our advocacy efforts to bring about systemic change.

Please send your resume by **Email** to: info@canadianonpaper.com

Closing Date: September 12th, 2025

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