

Call For Human Resources Committee Member

About Us

The Toronto Police Widows and Orphans Fund (TPWOF) is a fraternal benefit society committed to supporting Toronto Police Service employees and their families with first-in-class insurance products to help ease the financial burden upon the death of a Fund member. TPWOF operates under the authority to conduct business under the supervision of the Office of the Superintendent of Financial Institutions.

Opportunity

We are seeking passionate, skilled, and visionary leaders with Human Resources (HR) expertise to join in the capacity of a member of the TPWOF Human Resources and Benefits Committee (HRBC Committee Member) and help guide our strategic direction. This is a unique opportunity to contribute your professional knowledge to strengthen our governance, enhance our people strategies, and ensure our organization thrives through effective talent management and workplace culture.

Role of the HRBC

The HRBC will provide oversight of the Fund's human resources and its opportunities and risks related to the Fund's employees, Board Directors and Committee Members with compensation and regulatory compliance matters; Fund Members related to membership demographics and growth; Fund products and services, both insurance and non-insurance benefits; as well as marketing and communications. The Committee will recommend actions to the Board of Directors and/or Governance Committee.

The HRBC will provide oversight of Management to ensure the adequacy of the Fund's human resources' performance, compensation, and skills.

The Committee will provide input to and recommend changes as delegated to it by the Board of Directors.

Key Responsibilities

As a member with HR experience, you will:

- Provide strategic advice on HR policies, recruitment, retention, and workforce planning
- Support the development of equitable, inclusive, and compliant workplace practices
- Contribute to succession planning and leadership development initiatives
- Participate actively in Committee meetings and organizational events
- Uphold fiduciary and governance responsibilities in alignment with our mission and values

Qualifications

- Proven experience in Human Resources leadership, talent management, and/or organizational development
- Understanding of employment law, DEI, and HR best practices
- Strong communication, collaboration, and problem-solving skills
- Current or retired member of a police service, either sworn or civilian employee is an asset but not required
- Previous board or governance experience is an asset but not required
- Applicant must reside in Ontario, Canada, and be available for the following in-person meetings: 1 annual Committee-level meeting, 1 annual Board meeting, 1 Board December dinner (optional); all travel, accommodation and meal expenses paid

Commitment

- **Term:** 1 year, annually renewed
- **Meetings (duration and frequency):** 2 hours, normally scheduled between 9:00am-4:00pm Eastern Time; quarterly committee meetings (3 virtual, 1 in-person)
- **Estimated time:** 4–6 hours/month

How to Apply

Please submit your **resume** and a **brief statement of interest** outlining your HR experience and why you wish to join the Fund as a Committee Member to:

Alicia York-Bird, Corporate Secretary
Toronto Police Widows and Orphans Fund
alicia.york-bird@tpwof.ca

Application Deadline: July 10, 2026

Why Join Us?

Joining the Toronto Police Widows & Orphans Fund means becoming part of a trusted community dedicated to protecting members and their family when it matters most. Since 1952, the Fund has provided immediate financial assistance and long-term stability to Toronto Police Service members' families, ensuring no one faces hardship alone during life's most difficult moments. Built on compassion, reliability, and accountability, TPWOF delivers fast, dependable support—often within days—while maintaining strong financial stewardship for future generations. By joining, members gain peace of mind knowing they are backed by a caring organization committed to standing by through every stage of life.

Your expertise can help shape the future of TPWOF. Together, we can build a stronger, more inclusive, and impactful organization.

For more information about TPWOF, interested parties are recommended to review our website www.tpwof.ca.