



Eli's Place Residential Treatment and Transition Centre

Work Teams Manager - Position Profile

Eli's Place Residential Treatment and Transition Centre ("Eli's Place") exists because Ontario's mental health system, built around short stays, institutional settings and crisis response, cannot currently offer young adults with serious mental illness what they actually need — sustained recovery, resilience and the life skills to move forward. We are building something different. Canada's first long-term residential therapeutic community, where time, meaningful work and a sense of belonging are the conditions for recovery.



Eli's Place will provide long-term residential care for young adults aged 18 to 35 living with serious mental illness, on a 600-acre farm and conservation property north of Guelph. Guests live and work together as a therapeutic community, with individualized clinical care built alongside real, structured work in horticulture, conservation and land stewardship.

The Work Teams Manager is a founding member of the Guest services team, leading the Work Team Leads who work side by side with Guests across the property's fields, gardens and conservation lands, as well as indoors on food production, facility care and other practical work. This is where meaningful work becomes therapeutic, and the Work Teams Manager is responsible for making sure that happens safely, consistently and at the standard the model requires, day in and day out, across every kind of work and every season.

Eli's Place is pre-operational and on track to open in fall 2026. Founded over a decade ago by a family with lived experience of serious mental illness, the organization has spent years developing its model, securing its location and building the board, partnerships and funding foundation needed to launch. The Work Teams Manager will join the team as it prepares to welcome its first Guests.



If this is the kind of work you have been looking for, we want to hear from you.

About Eli's Place

Eli's Place is a non-profit organization providing long-term residential care for young adults aged 18 to 35 living with serious mental illness. The program is not of a fixed duration, but responds to the therapeutic needs of each individual Guest. We anticipate that, on average, this will involve residential care of approximately six to nine months, integrating individualized clinical treatment, structured meaningful work and community living within a therapeutic community model. This is followed by several months of support for Guests as they transition out of Eli's Place into housing, education and work.

The program is built on the Gould Farm model, a 113-year-old residential therapeutic community on a working farm in rural Massachusetts with a strong evidence base and documented long-term outcomes. Gould Farm was selected as the Eli's Place program reference following a global review of 33 comparable centres.

At Eli's Place, work is real, not simulated — the largest single block of time in a Guest's day, and purposefully therapeutic. It produces something that needs to get done and makes each Guest a functional contributor to community life. It is also continuously adapted to each Guest's circumstances and capability on a given day, with staff working alongside Guests and observations from the work setting feeding directly back into the clinical team.



Eli's Place is designed to feel like a home rather than a facility. The physical environment, the daily rhythms and the relationships between Guests and staff are all understood as mechanisms of the therapeutic model, not backdrop to it. Where program needs and operational or resource constraints come into tension, the resolution requires reasoned judgment grounded in the program's values and the needs of the Guest population.

Eli's Place was founded by David and Deborah Cooper following the death of their son Eli Nathan Cooper in 2010, after a long struggle with serious mental illness. In their grief, the Coopers committed to building what Eli himself said he needed — a place where people living with serious mental illness could find time, community and meaningful work, especially on the land in a natural setting, as the foundation for recovery. That commitment has driven the organization for over a decade. It is the reason Eli's Place exists and the reason it matters.

Eli's Place is governed by a skilled and experienced board of directors with deep expertise across mental health, clinical practice, finance, law and community leadership — and grounded in the lived experience of serious mental illness and loss that gave the organization its founding purpose. The board has been the driving force behind the organization since its founding and remains actively engaged in its development.

Location

Eli's Place will operate from Loyola House on the grounds of the Ignatius Jesuit Centre (IJC), a 600-acre working farm and conservation property in Guelph/Eramosa Township, just north of the City of Guelph, Ontario. The IJC is a longstanding charitable organization with deep roots in land stewardship, conservation and community agriculture. Eli's Place is a non-religious program — the relationship with the IJC is an operational one, not a religious affiliation.



Under formal agreements with Eli's Place, the IJC provides the residential facility and coordinates access to the farm and conservation lands on which the outdoor work program is delivered. The IJC brings over three decades of experience in regenerative agriculture, agroecological training and ecological land management, and its Farm and Conservation team works directly alongside Eli's Place staff and Guests in facilitating the land-based work program.

The property includes working farm fields, market gardens, an orchard, old-growth forest, conservation lands, wetlands and maintained trails. Guests participate across a range of work streams drawn from the IJC's decades of land-based programming — from crop planting and seasonal harvesting through to ecological restoration, orchard care and trail construction. The work itself is the vehicle through which Guests develop strengths, form working relationships, build resilience and recover a sense of purpose and worth — the real-life skills and confidence needed to move toward greater independence.

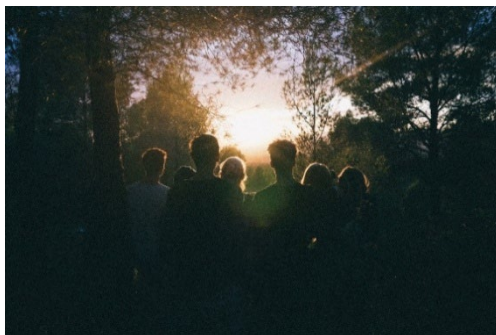
Guelph is a mid-sized city with a strong and growing health and social services sector, a well-established community mental health presence and deep institutional connections through the University of Guelph. Consistently ranked among the safest cities in Ontario, it offers over 1,000 hectares of parkland and trails, a vibrant arts community and a strong civic culture. It also offers a more affordable cost of living than Ontario's larger urban centres. Guelph is widely considered one of the best places to live in Canada.

Eli's Place is also within commuting distance of Kitchener-Waterloo, Cambridge, Fergus and Milton, and approximately 90 minutes from Toronto.

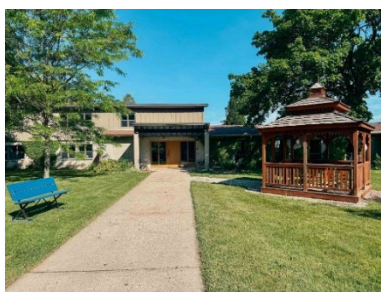


Role

The Work Teams Manager leads the Work Team Lead team and is accountable for the day-to-day operation of the work program at Eli's Place. The role reports to the Executive Director, and is accountable to the Clinical Director for ensuring the work program supports and reflects each Guest's therapeutic goals and care plan.



The Work Teams Manager provides scheduling, supervision and day-to-day leadership to the Work Team Lead team, and carries all responsibilities of the Work Team Lead role directly when needed. The Work Teams Manager coordinates with the IJC farm team on work program planning, stream development and operational logistics across annual, quarterly and weekly cycles, oversees Guest equipment across all work streams, and ensures work environments are properly prepared with emergency response systems and protocols in place and maintained.



Like every founding role, this position carries a program-building mandate that distinguishes it from a steady-state management post. In the pre-launch and early operating phases, the Work Teams Manager helps establish the work program documentation, safety protocols and incident reporting standards that will define the work program at Eli's Place. This requires both strong supervisory judgment and a builder's orientation, someone comfortable establishing practice in a new

setting and leading a team across a broad range of practical work, indoors and outdoors, through the demands of Ontario's seasons.

At peak, Eli's Place serves up to 30 Guests in residence at any given time, with approximately 40 additional Guests supported through the transition phase.

Key Accountabilities

Team Leadership

- Provide scheduling, supervision and day-to-day leadership to Work Team Leads
- Support the onboarding and orientation of new Work Team Leads
- Carry all responsibilities of the Work Team Lead role, stepping in directly as needed

Work Program Planning and Coordination

- Coordinate with the IJC farm team on work program planning, stream development and operational logistics across annual, quarterly and weekly cycles
- Oversee Guest equipment, ensuring appropriate provision, maintenance and safe use across all work program streams
- Coordinate with the IJC to ensure work environments are properly prepared and that emergency response systems and protocols are in place and maintained

Clinical Alignment

- Ensure the work program supports and reflects each Guest's therapeutic goals and care plan, in accountability to the Clinical Director
- Support Work Team Leads in observing and reporting Guest progress in the work setting back to the clinical team to inform treatment planning and review

Safety and Documentation

- Ensure work program documentation, safety protocols and incident reporting standards are consistently upheld

Program Involvement and Program Building

- Participate in organizational leadership meetings and contribute to program planning
- Help establish work program documentation, safety protocols and incident reporting standards during the pre-launch and early operating phases

Ideal Candidate

Education and Experience

- Degree or diploma in social work, psychology, education or a related human services field, or equivalent experience
- Experience in a community-based, recovery-oriented or residential setting
- Demonstrated supervisory or team leadership experience
- Familiarity with occupational health and safety requirements across indoor and outdoor work environments
- Interest in or aptitude for hands-on, practical work, indoors and outdoors, is an asset

Leadership and Judgment

- Organizational and planning capability across multiple work streams
- Confident coordination with external contractors and service relationships
- Safety-conscious approach to indoor and outdoor work environments
- Warm, consistent and boundaried approach to relationships with Guests
- Emotional resilience and capacity to work in a complex care environment

Alignment with the Model

- Genuine openness to or familiarity with the therapeutic community model and recovery-oriented, non-institutional approaches to care
- Comfort working as one member of a small, closely connected founding team
- Innovative and adaptable, with an interest in contributing to a new, first-of-its-kind program model
- Alignment with the mission and values of Eli's Place

Conditions of the Role

The role is full-time and on site. The Work Teams Manager participates as a full member of the daily life of the Eli's Place community, leading a team engaged in a broad range of work alongside Guests.

The working schedule is determined by the work program and will include hours outside the regular workday. The role requires willingness and ability to engage in a broad range of work projects, always in direct support of Guests working side by side with their Work Team Lead.

Compensation

The salary range for the Work Teams Manager is \$72,000–\$87,000, commensurate with experience and qualifications. Eli's Place offers a competitive health and wellness benefits package. The Work Teams Manager will receive three weeks of vacation annually. Eli's Place is committed to the ongoing professional development of its staff. Professional development is supported through a dedicated organizational fund.

Compensation at Eli's Place reflects both the financial and non-financial value of the work. This is a small founding team building something that has never existed in Canada, on a 600-acre working farm where the daily environment is unlike anything an institutional or urban setting can offer. For the right person, that context is as much a part of the offer as the salary.

How to Apply

Eli's Place is committed to equity, diversity and inclusion. We encourage applications from individuals of all backgrounds and identities and are committed to a fair and accessible hiring process.

To apply, please submit a résumé and a cover letter addressed to Dr. Chris Joseph, Executive Director. Your cover letter should speak to your relevant supervisory or team leadership experience, your interest in and suitability for leading hands-on work on the land and in the facilities that support it, and what draws you to Eli's Place specifically. The substance of the cover letter is an important part of the screening process.

Applications should be submitted by email to jobs@elisplace.org

This position will remain open until filled. Review of applications will begin **September 14, 2026** and we encourage early submission. Applications received by that date will receive first consideration, and the posting will stay open until a suitable candidate is identified.

Only candidates selected for an interview will be contacted. We thank all applicants for their interest in Eli's Place. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The successful candidate should be available to commence employment prior to November 7, 2026.