



Job Title: Associate Imam

Location: Islamic Society of Cumberland - Masjid Bilal, Orleans, Ontario, Canada

Employment Type: Full-Time

Reports To: Shura Council - Board of Trustees

Start Date: As Soon as Possible

About the Position

Islamic Society of Cumberland (Masjid Bilal) is seeking a knowledgeable, compassionate, community-minded, and dedicated **Associate Imam** to join our growing community in Orleans, Ontario. The Associate Imam will work closely with the Shura Council - Board of Trustees, Head Imam, staff, and volunteers to support the spiritual, educational, and community needs of the congregation. The successful candidate will play an important role in leading prayers, delivering khutbahs and religious programs, teaching Qur'an and Islamic studies, developing and supporting the Hafiz program, engaging with youth and families, and contributing to the continued growth and development of the Masjid.

We are looking for an Associate Imam who understands the needs and realities of the **Canadian Muslim community**, communicates effectively with people of different ages and backgrounds, and demonstrates strong Islamic character, sound knowledge of the Qur'an and Sunnah, humility, compassion, and professionalism.

Key Responsibilities

1. Prayer & Religious Services

- Lead the daily prayers according to the schedule and in coordination with the Head Imam.
- Lead one of the Jumu'ah prayers and deliver khutbah as assigned.
- Join the Head Imam and other Huffaz in leading Taraweeh and Eid prayers as scheduled.
- Serve as Acting Imam when the Head Imam is unavailable.
- Assist with Janazah/funeral services and related religious responsibilities.
- Provide Islamic lectures, talks, and community presentations.

2. Qur'an & Islamic Education

- Teach Qur'an, Tajweed and foundational Islamic studies.
- Lead, oversee, and help develop the Masjid's **Hifz program**.
- Conduct regular halaqas and educational programs for adults, youth, and children in coordination with the Head Imam
- Teach at weekday and weekend Qur'an and Islamic education classes

3. Youth & Family Engagement

- Build positive relationships with youth and young adults and provide appropriate Islamic guidance and mentorship.
- Support programs that promote healthy Islamic identity and community involvement among young Muslims.
- Help create a welcoming and inclusive environment for new Muslims and community members.

4. Community Outreach & Engagement

- Participate in community outreach, dawah, and educational initiatives.
- Represent the Masjid at appropriate community, interfaith, and civic events as directed by the Shura Council.
- Develop positive relationships with local organizations, institutions, and community partners.
- Help foster a welcoming environment for Muslims from diverse cultural, ethnic, linguistic, and professional backgrounds.
- Support and participate in Ramadan, Eids, and Dhul Hajjah programs, including fundraising initiatives, and other major Masjid events as required.

Required Qualifications & Experience

The successful candidate must have:

- A minimum of two years of experience in Canada serving as an Imam, Associate Imam, Assistant Imam, Islamic educator, or resident scholar is **preferred**. However, this is **NOT** a strict requirement. Management welcomes and encourages qualified new graduates (Alims) to apply as well and would be pleased to discuss the position with promising candidates who demonstrate the appropriate knowledge, skills, character, and commitment to serving the community.
- **Hifz-ul-Qur'an (Hafiz) qualification.**
- Formal Islamic education from a recognized Islamic institution, such as an **Alim or equivalent qualification in Islamic Studies.**

- Strong knowledge of the Qur'an, Sunnah, Fiqh, Seerah, and other foundational Islamic sciences.
- Excellent Qur'an recitation and a strong understanding of Tajweed.
- Demonstrated ability to lead congregational prayers and deliver clear, engaging, and well-structured Jumu'ah khutbahs and Islamic lectures.
- Excellent spoken and written **English**, with sufficient knowledge of **Arabic** to engage with the Qur'an and classical Islamic sources.
- Strong interpersonal, communication, teaching, and public-speaking skills.
- A respectful, balanced, and thoughtful approach when addressing differences of scholarly opinion and working with a diverse Muslim community.
- Strong Islamic character, integrity, professionalism, humility, patience, and compassion.
- Demonstrated ability to work effectively with Masjid's leadership, staff, volunteers, and community members.
- Flexibility and willingness to work evenings, weekends, Ramadan programs, Eid, and other religious occasions as required.
- Legal authorization to work in Canada.
- Preference will be given to candidates who can demonstrate a strong identification with, and understanding of, the Canadian Muslim community's environment and needs, particularly that of its youth and younger generations.

Personal Qualities

We are looking for an associate Imam who:

- Is approachable, compassionate, humble, and community-minded.
- Demonstrates exemplary Islamic manners and character.
- Communicates Islamic teachings clearly, respectfully, and appropriately for a Canadian audience.
- Builds trust and positive relationships with people of different ages, cultures, and backgrounds.
- Is comfortable working with children, youth, families, seniors, and new Muslims.
- Is dependable, organized, professional, and willing to take initiative.
- Is a positive team player who works constructively with leadership, staff, and volunteers.
- Understands that the role of an Imam extends beyond leading prayers and includes spiritual guidance, education, mentorship, pastoral care, and community service.

Compensation & Benefits

Compensation will be **competitive and commensurate with the candidate's qualifications, experience, and responsibilities.**

The position includes:

- Competitive salary
- Vacation entitlement
- Standard health benefits, where applicable

Further details regarding compensation and benefits will be discussed with shortlisted candidates.

Application Requirements

Interested candidates are invited to submit:

1. A current resume/CV.
2. A cover letter outlining their interest in the Associate Imam position and their suitability for the role.
3. Copies of relevant Islamic education and Hifz/Qur'an qualifications.
4. A summary of their Imam, teaching, community, and leadership experience.
5. Contact information for **two or three professional references**, preferably including a recognized Islamic scholar, previous Imam, or mosque/community leader.
6. A sample khutbah, Islamic lecture, or Qur'an recitation, if available.

How to Apply

Email: info@masjidsbilal.org

Subject: Application – Associate Imam

Applications will be reviewed as they are received. **Only shortlisted candidates will be contacted for an interview.**

Islamic Society of Cumberland (Masjid Bilal) is committed to providing a welcoming, respectful, and inclusive environment that serves the spiritual, educational, and community needs of our diverse Muslim congregation.