



## Director of Services

Full Time, Permanent – (33.75 hours/week)

### POSITION PURPOSE

Reporting to the Executive Director, the Director of Services is a member of the Senior Management Team responsible for the efficient and effective delivery of services relating to Intake, Protection, Foster Care, Children's Services, Adoption, and agency support programs.

The Director of Services will coordinate the work of the Service Managers and ensure that the duties and responsibilities of the staff in these positions are fulfilled within the Society's policies and procedures, the legal framework of the *Child, Youth, Family Services Act (2017)*, and in compliance with Ministry Regulations and Standards. The Director of Services will also plan and implement program initiatives to meet service benchmarks that will ensure the protection of children, which are aligned with the Society's Vision, Mission, and Values Statements.

### POSITION QUALIFICATIONS AND REQUIREMENTS

- A MSW is preferred, however an HBSW from an accredited school of social work and a minimum of five years progressive leadership responsibilities in child welfare or a university degree in combination with extensive experience in child welfare will be considered.
- Enabling competencies of this position that are required would include:
- Leadership and vision: Leads by example with integrity and passion, and motivates other to do the same. Fosters creativity and innovations.
- Personal Development: Has a strong sense of self awareness and can meet unexpected challenges. Is a positive individual who can counsel, coach and mentor staff. Possesses excellent communication skills.
- Teamwork: Establishes collaborative relationships across the organization and within the community to achieve high level performance, in order to meet the agency mission: "In partnership with families and our communities, we promote the safety and wellbeing of children and youth to help them reach their potential".
- Results Orientated: Develops business plans establishing strategic direction and clear objectives, and consistently accomplishes tasks.
- Ability to work flexible hours.
- Excellent communication skills including strong interpersonal, written, and verbal skills and an ability to interact with a wide variety of people.
- Ability to maintain a strong sense of professional judgement and confidentiality.
- Excellent organizational, coordination and time management skills to determine priorities, meet strict timelines and manage several assignments simultaneously.
- Able to facilitate strong inter-departmental relationships.
- Ability to effectively manage inter-personal conflict.
- Ability to use sound judgment and tact to address a range of issues and to problem-solve.
- Knowledge and experience in applying therapeutic approaches with children, youth, and families within an anti-oppressive, strengths based, collaborative framework.
- Contribute to a culture of diversity, equity, and inclusion with a commitment to the elimination of disparity and disproportionality in service outcomes.
- Criminal Records Check satisfactory to the Agency required upon conditional offer of employment
- Valid Class "G" Driver's License, safe driving record and access to a reliable vehicle.
- Those offered employment will be required to provide proof of full COVID-19 vaccination or written medical exemption.

### APPLICATION INFORMATION – Competition closes August 26<sup>th</sup>, 2022 at 4:30 pm EST

Please submit a cover letter and resume on-line at [www.thunderbaycas.ca](http://www.thunderbaycas.ca) "Career Opportunities". Individuals may also submit an application directly to: Amy Wrigley, Assistant Director of Human Resources, The Children's Aid Society of the District of Thunder Bay, 1110 Jade Court, Thunder Bay, ON P7B 6M7

*TBCAS is committed to a candidate selection process and work environment that is inclusive and barrier free. To ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code.*

*We thank all applicants; however only those considered for an interview will be contacted.*