Director of Services

Full Time, Contract | up to 12-months with possibility of an extension (33.75 hours/week)
SALARY RANGE: $120,638 - $141,129

POSITION PURPOSE

The primary purpose of this position is to support the implementation of the 2024-2029 Strategic Plan of the Children's Aid Society of the District of Thunder Bay. This role will involve promoting the safety and well-being of children and youth, ensuring that all services are delivered through an Equity, Diversity, and Inclusion (EDI) lens. The position will enhance collaborative efforts with community partners, focusing on innovative and effective service models that are trauma-informed and culturally responsive. Additionally, the role will contribute to the organization's commitment to reconciliation and quality assurance, driving excellence in service delivery to meet the diverse needs of children, youth, and families in the city and District of Thunder Bay.

POSITION QUALIFICATIONS AND REQUIREMENTS

- Bachelor's or Master's degree in Social Work, Psychology, Child Development, Social Justice or a related field. A combination of relevant education and experience will be considered.
- Minimum of 5-years of experience in child and youth services, advocacy, or a related field.
- Proven experience in developing protocols, service agreements, and funding proposals.
- Demonstrated ability to work from a trauma-informed and Equity, Diversity and Inclusion lens.
- Strong advocacy and reconciliation skills.
- Ability to work outside of normal office hours, as needed, to address the needs of children, youth, and families.
- Effective leadership experience.
- Excellent partnership development and system navigation skills.
- Commitment to continuous learning and professional development.
- Experience in policy writing and quality assurance.
- Strong clinical judgement and therapeutic experience.
- Valid G driver's license and access to a reliable vehicle. Occasional travel to the district as required.
- Criminal Records and Child Welfare Records Check satisfactory to the agency required upon conditional offer of employment.

PRINCIPLE RESPONSIBILITIES:

- Advocate for the rights of children and youth, ensuring their voices are heard and their needs are met.
- Develop and implement advocacy strategies to promote social justice and equity for children, youth, and families.
- Promote reconciliation efforts and integrate reconciliation principles into service delivery.
- Foster a positive and supportive work environment.
- Create and update protocols and service agreements to ensure high-quality service delivery.
- Build and maintain effective and meaningful partnerships with community organizations, stakeholders, and service providers.
- Implement trauma-informed practices, considering the impact of racialized trauma.
- Develop and update policies to guide service delivery and organizational practices.

APPLICATION INFORMATION – Applications Received to 5:00 PM on November 16, 2026.

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

The Society is committed to supporting and advancing equity, diversity and inclusion in our organization and the society in which we serve. As such, we are expressly interested in receiving inquiries and applications from individuals who identify themselves as Indigenous, racialized or equity seeking in order to better reflect the demographic profile of Thunder Bay and District.

TBCAS is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to the 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.