



CHILD PROTECTION MANAGER – DISTRICT & THUNDER BAY

Full Time, Permanent Position — (33.75 Hours/Week)

Salary Range: \$89,756 – \$113,570

POSITION PURPOSE:

Reporting to the Director of Services, the Child Protection Manager is a member of the Society's Management Team responsible for the efficient and effective delivery of Child Protection Services and Agency support programs both in-city and within the district.

The Child Protection Manager will coordinate the work of the Service Unit 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 CYFSA, and in compliance with Ministry Directives, Regulations and Standards. The Child Protection Manager 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 as well as the agency's Anti-Oppressive Practice Statement.

POSITION QUALIFICATIONS AND REQUIREMENTS:

- BSW from an accredited school of social work or equivalent and a minimum of five years' experience in the social service field, preferably in child protection.
- A combination of relevant education, skills and experience in child protection will be considered, and applicants are encouraged to apply.
- Enabling competencies of this position that are required would include:
 - **Results Orientated:** Develops business plans establishing strategic direction and clear objectives, and consistently accomplishes tasks.
 - **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.
 - **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".
- Knowledge and experience in applying therapeutic approaches with children, youth and families within an anti-oppressive, strengths based, collaborative framework.
- Monitor service quality and ensure timely, effective service to children, youth and families.
- Contribute to a culture of diversity, equity, and inclusion with a commitment to the elimination of disparity and disproportionality in service outcomes.
- Excellent communication skills including strong interpersonal, written and verbal skills and an ability to interact with a wide variety of people.
- Maintain a strong sense of professional judgement and confidentiality.
- Plan, implement and evaluate initiatives and service improvements.
- Excellent organizational, coordination and time management skills to determine priorities, meet strict timelines and manage several assignments simultaneously.
- Contribute to the overall leadership and strategic direction of the agency.
- Ability to work flexible hours.
- 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.
- Required to travel regularly within Thunder Bay and District.

APPLICATION INFORMATION – Applications Received until March 18th, 2026, at 5:00 pm EST

Please submit a cover letter and resume on-line at www.thunderbaycas.ca "Career Opportunities". Individuals may also submit an application directly to: Manager of People and Culture, 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.