



The Children's Aid Society
OF HAMILTON

La Société d'aide à l'enfance
DE HAMILTON

Serving Hamilton's children and families since 1894.

Au service des enfants et des familles de Hamilton depuis 1894.

EMPLOYMENT OPPORTUNITY

The Children's Aid Society of Hamilton was established in 1894 as a not-for-profit charitable organization, mandated under the *Child, Youth and Family Services Act* of Ontario, focusing on the well-being and protection of children. The Society is committed to the strengthening of families, while valuing diversity and promoting equity.

We are dedicated to building a workforce that reflects the diversity of the community in which we live and serve. The Society encourages applicants from all qualified individuals.

We are currently seeking a skilled and committed individual to join our team as a:

DIRECTOR OF STRATEGY AND PLANNING

Regular Full Time (34 hours per week)

Reporting to the Executive Director, the Director of Strategy and Planning is responsible for providing strategic leadership in the development and implementation of the Society's quality improvement and performance measurement framework, in accordance with the Society's strategic vision. As a leader within the Society, the Director of Strategy and Planning is also responsible for leading and facilitating the implementation of strategies and processes supporting and promoting an equitable and inclusive environment.

Major Responsibilities:

- Provides leadership in Society visioning, planning, excellence, and quality improvement to assist in achieving the Society's organizational outcomes.
- Develops and implements tools and methods to assist in assessing the Society's quality of practice and identifying areas for improvement.
- Works collaboratively across the organization to define performance objectives and measures to achieve the Society's strategic vision.
- Develops and implements a comprehensive performance measurement program that aligns with the Society's strategic vision, goals and objectives and is accountable for the successful completion of deliverables.
- Provides consultation and leadership to Society staff by increasing their awareness and knowledge of service performance measures.
- Provides leadership for all evidence informed initiatives.
- Oversees the implementation of mandated quality and performance measurement provincial frameworks/projects, preparing the organization for various reviews and performance measurement reporting.
- Ensures compliance with strategic directions and ensures there is a cyclical process for implementation, measurement, decision-making and action.
- Promotes leadership as a collective process to implement the strategic priorities and objectives to achieve positive and equitable outcomes for children, youth, and families.
- Develops tracking and reporting mechanisms consistent with Ministry standards.
- Demonstrates sensitivity and political acuity in all interactions.
- Acts as a change leader, supporting a climate of innovation and ensuring appropriate change management and communication is occurring.
- Represents the Society in critical situations while employing exceptional issue resolution and consensus building skills to manage and direct divergent views to ensure the most beneficial and collaborative outcomes.
- Assesses processes, programs, and systems through monitoring, evaluation, research, and stakeholder feedback to enhance service quality and improve outcomes.
- Leads strategies and works collaboratively with Society staff to develop policies that promote, create, and maintain an equity-focused environment which nurtures anti-racism and anti-oppression principles and practices for staff, as well as for families, children, and youth.

Key Qualifications:

- Progressively responsible experience in the management of quality improvement initiatives, including research and evaluation methods, with strategic planning experience.
- Strong project management skills, with a proven ability to demonstrate accountability for time, cost, and quality related to deliverables.
- Advanced knowledge of legislation governing child welfare including CYFSA and its regulations, Ministry standards, and best practices.
- Advanced knowledge of industry software applications including CPIN, Microsoft Office, and SQL and other data software.
- Advanced understanding of CAS programs and services and the evolving role of CASs within the child welfare sector and their impact on the development of CAS priorities
- Advanced knowledge of CAS business strategies, goals, priorities and programs, and related objectives and plans an asset.

As an employer, The Children's Aid Society of Hamilton is committed to:

- ***A culture of inclusiveness and diversity reflecting our diverse service recipients, staff, and community alike.***
- ***Providing barrier-free and accessible employment practices.***
- ***In accordance with the Ontario Human Rights Code providing accommodation supports during the selection and interview process if required.***

All employees of the Society are expected to demonstrate respect, empathy, and accountability to the children and families we serve and each other.

Interested applicants should submit a current resume to careers@hamiltoncas.com or by or Fax: (905) 522-1089, clearly indicating the Job Posting Number (**File #059/21**) by **September 3, 2021**