



The Children's Aid Society
OF HAMILTON

Serving Hamilton's children and families since 1894.

La Société d'aide à l'enfance
DE HAMILTON

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 SERVICE

Regular Full Time (34 hours per week)

Reporting to the Executive Director, the Director of Service is responsible for providing strategic leadership in the planning, evaluation, and delivery of child welfare services in accordance with the *Child, Youth and Family Services Act* (CYFSA) and the Society's strategic vision.

The Director of Service is responsible for leading service and supporting a healthy workplace while incorporating an equitable approach to the Society's child welfare service delivery. The Director of Service will establish strong goals within their service area that inspires others, provide coaching and mentoring of staff in developing leadership, and will establish clear long-term outcomes for service.

Major Responsibilities:

- As a member of the Senior Management Team, leads the organization to turn strategy into results and create positive and equitable outcomes for children, youth, and families.
- Operationalizes the vision and strategy to create and implement clear outcome expectations across service.
- Creates a child welfare service strategy that includes priorities to support equity and inclusion according to the Society's mission, vision, and values.
- Provides leadership in Society visioning, planning, excellence, and quality improvement to ensure the Society's service outcomes are realized.
- Works collaboratively with all levels of the organization and the community to create innovative changes to support better outcomes for children, youth, and families.
- Promotes leadership as a collective process to implement the strategic priorities and objectives to achieve positive and equitable outcomes for children, youth, and families.
- Coaches and provides feedback for team members to encourage positive results; setting measurable objectives and ensures accountability for results.
- Supports compliance with new and existing requirements and standards of the CYFSA, Ministry regulations, and the Ontario Child Protection Standards.
- Creates an equity focused, healthy workplace culture that is fair, consistent, and respectful.
- Supports the creation of an effective employee and leadership team representative of the diversity in the community.
- Assesses effectiveness of systems and processes and makes improvements through program review, evaluation, research, and feedback on outcome measures to enhance quality.
- Uses critical thinking, data, and evidence to inform decisions.
- Creates and supports a learning culture to develop and expand the collective organizational knowledge base and to retain and share organizational knowledge.

Key Qualifications:

- Demonstrated success in leading creative and effective service outcomes and initiatives that facilitate organizational effectiveness and an approach focused on community collaboration.
- Experience in progressively responsible roles which has included child welfare exposure.
- Advanced knowledge of legislation governing child welfare including CYFSA and its regulations, Ministry standards, Children's Law Reform Act, Foster Care standards and related statutes, and OACAS Standards.
- Advanced knowledge of CAS business strategies, goals, priorities and programs, and related objectives and plans an asset.
- Member of the Ontario College of Social Workers and Social Service Workers (OCSWSSW) with a general certificate of registration for social work required.

The Children's Aid Society of Hamilton is dedicated to a culture of inclusiveness and diversity reflecting our diverse service recipients, staff, and community alike. We are committed to providing barrier-free and accessible employment practices.

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 #046/22 **by July 29, 2022**

Applicants that may require accommodation due to disability during the selection process must notify Human Resources when contacted for an interview.