



## **Job Posting**

### ***Manager, Learning Delivery and Leadership***

The Ontario Association of Children's Aid Societies (OACAS) has represented Children's Aid Societies in Ontario since 1912, providing service in the areas of government relations, communications, information management, education and training to advocate for the protection and well-being of children.

Reporting to the Senior Manager, Education Services, the Manager, Learning Delivery and Leadership manages the delivery of strategic, responsive, innovative, and impactful learning programs for the child welfare sector in Ontario. The position works with CAS agency partners to identify and assess learning needs, develop effective delivery approaches and mechanisms and plan and deliver an annual calendar of learning programs to ensure that agency management, staff and resource parents have the skills, knowledge and competencies required to support agencies to achieve their goals. This position will also work with the child welfare sector to build leadership capacity through strong strategic partnerships with post-secondary institutions and other stakeholders to offer responsive leadership/management curriculum to the child welfare sector. The position has direct oversight of provincial and sessional trainers, including recruitment and performance management, and is also responsible for selecting, training, managing and evaluating a roster of agency-based trainers across the province.

As a key member of the Education Services management team, you will support the work of OACAS by collaborating, engaging and working across departments, within a co-operative and accountable environment.

You have:

- Graduate degree in Adult Education, Training, Human Resources Management, Social Services or related field or equivalent combination of education and relevant experience
- Minimum of 7 years' demonstrated experience leading and managing the planning and delivery of workplace adult learning programs
- Expert knowledge of adult learning theories, principles and practices and an understanding of their application to the child welfare/social services sector
- Expert knowledge of learning needs assessment, learning program planning and delivery, including up-to-date knowledge of learning-related technologies
- Expert knowledge of best practices and trends in adult education, learning delivery and workplace learning and development
- Knowledge of the child welfare sector in Ontario; understanding of issues affecting child welfare service delivery and their implications for effective learning delivery
- Understanding of learning evaluation and quality assurance principles and commitment to quality service delivery

- Results-oriented with strong managerial skills, excellent human resources management skills and the ability to promote continuous improvement and to manage change
- Excellent conceptual and organizational skills to design and manage effective Learning and Leadership
- Strong strategic thinking, planning and writing skills to develop and implement learning delivery strategies and plans
- Excellent interpersonal, communications, presentation, collaboration and relationship management skills to build effective working relationships with the Ministry, partners, colleagues and staff
- Well-developed analytical and problem solving skills to assess issues and implement or recommend effective solutions
- An open and collaborative management style that promotes partnerships and builds trust
- Excellent mentoring and coaching skills to inspire, motivate and develop OACAS training staff and the network of agency-based trainers
- Ability to engage and manage staff, including hiring, motivating, coaching, managing performance
- Financial management skills to develop, manage and report on the learning delivery budget

Bilingual English/French

Experience working with aboriginal and/or francophone communities

A copy of the full job description is available online at:

<http://www.oacas.org/temp/Job%20Description%20-%20OACAS%20-%20Manager%20Learning%20and%20Leadership.pdf>

Salary: Grade 9 (\$81,173 - \$101,432)

Classification: Management; Regular, Full-time

Location: Toronto, ON

**APPLY ONLINE** at <https://jobs-oacas.icims.com/jobs/intro>. Address cover letter to Anna Mikhael, Human Resources Co-ordinator **by end of day Monday, November 16, 2015 quoting job # 251116.**

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

#### Accommodation at OACAS

*We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants are required to make any accommodation requests for the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-7725. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.*