



Family and Children's  
Services Niagara

Les Services à la famille  
et à l'enfance de Niagara

*For more than a century, Family and Children's Services Niagara, the local Children's Aid Society, has provided vital child welfare, family/community support, counselling, foster care and adoption services to residents in the Niagara Region.*

## Executive Director

### Family & Children's Services Niagara is looking for an inspirational and strategic leader

Family and Children's Services Niagara is a progressive child welfare agency providing a full range of child welfare services as well as several non-mandated family and children's services including family counselling, adult protective services, daycare and early years services. One of Ontario's largest children's aid societies with large branch offices in St. Catharines, Niagara Falls and Welland, the agency has a budget of over \$50 million. FACS Niagara emphasizes collaboration, service excellence and a culture of learning and continuous improvement.

#### Position Summary

Reporting to the Board of Directors, the Executive Director is responsible for the overall management and operations of the Agency and for providing high standards of organizational leadership and service delivery. The Executive Director is charged with developing and implementing the Agency's strategic plan and working to establish the current and long-range objectives for child welfare service delivery within the Niagara Region. As the leader of the Agency, the Executive Director represents the organization to both internal and external stakeholders, ensuring visibility and collaboration both at the community and at the Ministry level. The Executive Director is responsible for ensuring the Agency's mandate is met under the Children and Family Services Act.

#### Essential Duties and Responsibilities:

##### *Agency Planning*

- Develops and implements the strategic organizational directions as established by the Board of Directors of FACS Niagara in keeping with the annual Ministry funding allocation
- Evaluates the effectiveness of the Agency service delivery using key metrics, analysis and quality assurance measures, and directs the organizational process change for optimum service delivery
- Oversees the Agency budgeting process, ensuring the resources are strategically managed for accurate expenditure planning and reporting for financial accountability
- Ensures systems are established and maintained to meet compliance with the Child and Family Services Act, Ministry of Children and Youth Services standards and guidelines and licensing procedures, and Agency policies
- Establishes systems of ongoing organizational risk management control measures

##### *Executive Leadership*

- Leads the Agency through periods of change and exemplifies the role of an enthusiastic agent of change
- Fosters leadership development among management and professional staff and ensures succession planning structures are in place for key leadership positions

##### *Board of Directors Support*

- Provide the Board of Directors with information and advice as deemed necessary to discharge their responsibilities

#### *Relationship Management*

- Establishes and maintains credible relationships and demonstrates leadership with internal and external partners including OACAS, community and professional agencies and institutions, funders, governments, foster parents, volunteers and staff
- Represents FACS Niagara in critical situations while employing exceptional problem/issue resolution and consensus building skills to manage and direct divergent views to ensure the most beneficial and collaborative outcome
- Collaborates with stakeholders to identify organizational needs, develop strategic options and plans to capitalize on opportunities for FACS Niagara and the field of child welfare

#### *Management of Human Resources*

- Ensures the effective and efficient distribution and utilization of Agency staff based on the established productivity levels, program goals and guidelines and budgeted complement of staffing requirements
- Coaches, mentors and manages the performance of all direct reports and to ensure that the appropriate supports are in place for career development and performance management

#### **Qualifications:**

- M.S.W., with a minimum of 8 years' progressive responsible experience in delivering and managing child welfare services
- A thorough and comprehensive knowledge and understanding of the Child & Family Services Act and its regulations
- Advanced knowledge of other legislation which has an impact on the operations of a human service organization (the Labour Relations Act, the Employment Standards Act, the Occupational Health and Safety Act, the Workers Compensation Act, the Human Rights Code etc.)
- Ability to lead organizational change and develop and implement strategic change management strategies
- Demonstrates leadership by example
- Ability to demonstrate personal insight and integrity and a commitment to the goals of Child Welfare
- Ability to demonstrate commitment and advocacy to social justice and anti-oppressive practice values
- Valid G Driver's License and access to a reliable motor vehicle with appropriate liability insurance required

We offer a competitive salary and generous benefit package.

Please apply with your cover letter and resume by August 4, 2016 at 4:30pm to:

Director of Human Resources and Organizational Effectiveness

E-mail: [confidentialhr@facsniagara.on.ca](mailto:confidentialhr@facsniagara.on.ca)

***Please include your salary expectations.***

*Applications will be held in strict confidence.*

*We thank all applicants however only those considered for an interview will be contacted.*

*Family and Children's Services Niagara is an equal opportunity employer committed to inclusive barrier free recruitment and selection processes and work environments. We will accommodate the needs of applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment and selection process. Please advise the Human Resources Department to ensure your accessibility needs are accommodated through this process.*