



The Children's Aid Society of Hamilton was established in 1894 as a not-for-profit charitable organization, mandated under The Child and Family Services Act of Ontario, focusing on the well-being and protection of children. Over these years our Society has earned a reputation as a leader in the field of child welfare. The Society is committed to the safety, protection and well-being of children and the strengthening of families, while valuing diversity and promoting equity.

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

## DIRECTOR OF FAMILY SERVICES

Reporting to the Executive Director, the Director of Family Services is responsible for planning, organizing, directing and evaluating the delivery of services of the Legal Department and On-going Protection Services in accordance with the prescribed guidelines and regulations of the Child and Family Services Act. The Director of Family Services will provide leadership in the development of service policies and programs and assist in the development of the Society's Strategic Plan. The Director of Family Services is a member of the Society's Senior Administrative Team and acts as a resource to the Board and its Committees.

### Major Responsibilities:

- Participate in strategic planning including service planning, human resource planning and budget preparation activities that are reviewed in line with Ministry funding allocations;
- Develop a service plan, in collaboration with the other Directors, reflective of projected services and programming;
- Implement the service plan ensuring the effective and efficient delivery of services to children and families;
- Ensure all necessary service models of care, policies, programs and procedures are developed and implemented in accordance with relevant legislation, the service plan and best practices;
- Support the rollout of any regulatory changes that occur in the child welfare sector;
- Exemplify and inspire behaviours, actions and attitudes that are consistent with the Society's vision, mission and values;
- Provide supervision and management to staff; and manage in a manner that motivates, guides and directs employees to the realization of the Society's values, goals, objectives and performance expectations;
- As a member of the Senior Administrative Team, set the overall direction of the Society and provide strategic advice on client service delivery matters;
- Responsible for compliance with applicable local, provincial and federal laws governing the Society's operations;
- Establish and maintain highly effective relationships and networks with internal and external partners including the OACAS and community and professional agencies and institutions;
- Provide backup to the other Directors of Service as needed.

### Key Qualifications:

- MSW required;
- Minimum 9 years of experience in a progressively responsible role, including child welfare exposure;
- Advanced knowledge of legislation governing child welfare including CFSA and its regulations, Ministry standards, Children's Law Reform Act, Foster Care standards and related statutes and OACAS standards;
- Advanced understanding of CAS programs and services and the evolving role of the CASs within the child welfare sector and their impact on the development of CAS priorities;
- Exceptional ability to think analytically with attention to detail in highly important matters.

***All employees of the Society are expected to demonstrate respect, empathy, and accountability to the children and families we serve and each other, and to attend work regularly as regular attendance is critical to maintaining the highest quality and level of service expected in delivering care to the children and families of our community.***

Interested applicants should submit a current resume to Human Resources by **January 27, 2017**

Email: [careers@hamiltoncas.com](mailto:careers@hamiltoncas.com) or Fax: (905) 522-1089

***The Children's Aid Society of Hamilton is 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 thank all applicants for their interest in the Children's Aid Society of Hamilton, however we will only contact those selected for an interview.***

***Applicants who require accommodation due to disability during the selection process must notify HR when contacted for an interview.***