



If you are looking to join an organization which offers a
meaningful **JOB OPPORTUNITY** then **CAST** is the
place for you!

The Children's Aid Society of (CAST) is proud of their long history of leadership in protecting children and their commitment to the provision of quality service to children and their families. If you are looking to make a difference in the lives of children, we have an opportunity for you.

TITLE/BRANCH

Signs of Safety Implementation Leader
Diversity and Inclusiveness

LOCATION

Location: Yonge/Bloor

SALARY RANGE: \$91,291 - \$114,127

PURPOSE:

Reporting to the Director of Diversity, this position is responsible for overseeing the implementation and integration of the Signs of Safety service framework at CAST. Creates a multiple year project plan ensuring effective project implementation, management and governance including the alignment of policies and procedures with the SOS model. Ensures appropriate training and structures are in place to develop a strong and continuing practice of learning, focused leadership and meaningful measures on and of Signs of Safety and that practice aligns with the existing supervision model and the Agency's anti-oppression/ diversity strategy.

MAJOR RESPONSIBILITIES:

Signs of Safety:

Planning:

- Develops and sustains the implementation plan, governance model and necessary associated committees.

Leadership and Organizational Development:

- Provides leadership to and chairs committees as required.
- Plans organizational communications and activities.

Implementation:

- Organizes, develops and executes key aspects of the implementation plan.
- Links to practice and creates feedback loops and learning plans.
- Ensures an equity lens is integrated within implementation process and outcomes.

Program Management:

- Ensures ongoing assessment and measures of program and practice.
- Understanding of strategic planning and horizontal/vertical integration.

Supervisory Duties:

- The position may involve supervising a team of child welfare trainer/mentors.

Other:

- Other duties and responsibilities as required.

- Ensures Society's Code of Ethics, Confidentiality, Anti-Oppression/ Anti-Racism, Harassment & Discrimination policies, etc. are integrated into self, project deliverables and team.
- Creates and leads practice that reflects diversity, supports differences and encourages different perspectives.
- Uses sound judgment in consideration of financial resources within branch/departmental budget.
- Ensures compliance with Society's financial policies and procedures.
- Works and ensures assigned staff, work in a safe manner in accordance with the Society's health and safety policies and procedures and all relevant legislation.

QUALIFICATIONS:

Education and Experience

- MSW or BSW degree from an accredited university. Significant experience in child protection management. Additional experience in service management/model implementation including project management/planning is preferred or equivalent combination of experience and education appropriate for the position.

Knowledge and Skills:

- Current knowledge of the Child and Family Services Act and Standards, relevant legislation, clinical issues, trends and best practices in the child welfare field and related Society child protection practices;
- Practice knowledge of the Signs of Safety service model.
- Strong project management and evaluation experience
- Demonstrated supervisory and leadership skills.
- Consultative and presentation skills to liaise effectively with a broad range of stakeholders.
- Knowledge of theory and practice of AOAR within a child protection environment.
- Demonstrated experience and facilitation skills in working with groups and building consensus.
- Excellent written and verbal communication skills.

Assets:

- Proficiency in French and/or a second language

THIS POSITION IS NOT WITHIN THE BARGAINING UNIT

Anti-Oppression/Anti-Racism at CAST

CAST is committed to having a workforce that is reflective of the diversity of the City of Toronto and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Accommodation at CAST

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 need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 416-924-4640 x2300. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

Please apply online at www.torontocas.ca under employment section or applications can be faxed (416-324-2400), or mailed (30 Isabella Street, 5th Floor) to the attention of Human Resources. Only qualified applicants will be acknowledged.

POSTING DEADLINE: March 1, 2017