



Ontario Association of  
Children's Aid Societies  
The voice of child welfare in Ontario

## Job Posting

### ***DATA SPECIALIST*** **One Vision One Voice (Race Equity Practice Framework)**

#### **Contract, Full-time (18 months)**

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 Project Manager, One Vision One Voice (Race Equity Practice Framework), the Data Specialist is responsible for developing and implementing the OACAS strategy for the collection, analysis and reporting of data as it pertains to the assessment and measurement of changes in policy and practice as outlined in the One Vision One Voice Practice Framework (the Practice Framework). This position provides support, guidance and advice to OACAS member agencies and provides the knowledge and expertise to facilitate the collection and analysis of race based identity data. The data specialist will also be responsible for tracking the One Vision One Voice project (Phase II), and ensuring the project team meets the deadlines and requirements set out within the Ministry contract. Additionally, the Data Specialist will work with the Shared Services team to inform the provincial child welfare data strategy and ensure alignment of all OACAS data work.

As a key member of the OACAS Child Welfare Service Excellence team, you will support the work of OACAS by collaborating, engaging and working across departments, within a co-operative and accountable environment.

You have:

1. Post-secondary education in Social Work, or related social sciences
2. Minimum 5 years of experience in child welfare or related social services sector, either in front line practice and/or management/supervisory role
3. Demonstrated understanding of anti-Black racism, equity, and the issues impacting the African Canadian community within child welfare and the province in general
4. Knowledge of data collection and statistical analysis methods and ability to learn the different IT systems in use in the child welfare system, including CPIN.

**Ontario Association of Children's Aid Societies** 75 Front Street East, Suite 308, Toronto, Ontario, Canada M5E 1V9

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5. Knowledge of the current data constructs and efforts to disaggregate data currently collected by CASs, including the current Child Welfare Performance Indicators
6. Effective report writing, verbal presentation skills and efficient file maintenance
7. Ability to work with key advisors, including other OACAS teams responsible for data collection, analysis and dissemination to ensure alignment of processes and methodologies
8. Ability to build effective partnerships with members of the academic community in support of the development of performance indicators (PIs) and dissemination of key research/best practices that related to service provision to the African Canadian population
9. Knowledge of the child welfare service delivery context and service provision to African Canadian children, youth, and families

The following would be an asset:

- Bilingual English/French

A copy of the full job description is available online at: <http://www.oacas.org/wp-content/uploads/2017/08/Job%20Description%20-%20OACAS%20-%20Data%20Specialist.pdf>

Classification: Professional, Contract, Full-time (18 months)  
 Salary: Grade 8 (\$75,648 – \$94,596)  
 Location: Toronto, ON

**APPLY ONLINE at <https://jobs-oacas.icims.com/jobs/intro> by end of day August 31, 2017.**

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

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

#### 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.