

Ontario Association of Children's Aid Societies

Job Description

Position Title:	Implementation Specialist
Reports to:	Project Manager, Race Equity Practice Framework (OVOV)
Category/Grade:	Grade 9
Positions Supervised:	none
Department:	Child Welfare Service Excellence
Position Established:	July 2017

Job Summary

Reporting to the Project Manager, One Vision One Voice (Race Equity Practice Framework), the Implementation Specialist is responsible for the strategic implementation of 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 implementation of the Practice Framework.

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

Duties and Responsibilities

- Provide leadership to the work to define the anti-Black racism and race equity lens for the field of child welfare
- Review existing child welfare practice frameworks and tools (i.e. child protection standards, child in care standards, the eligibility spectrum, risk and safety assessment tools, Signs of Safety, Trauma Informed practice) using the anti-Black racism lens, and make recommendations for better practice and alignment with the Practice Framework
- Design and administer anti-Black racism assessment tools
- In collaboration with the One Vision One Voice Data Specialist, develop a project management tool and template to support local CASs in their practice framework implementation

- Working with the OACAS Learning Department, review all existing and up-coming training/curriculum to ensure key principles of the Practice Framework and anti-Black racism, are incorporated
- Provide hands-on support to CASs in change management to address services to African Canadian youth and families

Qualifications:

1. Post-secondary education in Social Work, or related social sciences
2. 5 years of experience in child welfare or relevant social service either in front line practice and/or management/supervisory
3. Demonstrated understanding of anti-Black racism, equity and the issues impacting the African Canadian community
4. Knowledge of the child welfare service delivery context and service provision to African Canadian children, youth, and families
5. Knowledge and experience in designing and administering assessment tools and methodologies
6. Knowledge and experience in applying change management theory and practice

Working Conditions

May involve some physical and/or psychological risk which could result from unavoidable exposure to dangerous situations or hazardous, disagreeable or uncomfortable working conditions.