



CAREER OPPORTUNITY

Guided by Catholic values and teachings we serve children and youth within the Hamilton community by protecting their safety and well-being, strengthening their families, and nurturing lifelong relationships.

Catholic Children's Aid Society of Hamilton seeks interested and qualified applicants for:

Reconciliation Lead

Full- time (1 year contract)

Salary Range: \$60,059 to \$76,730

Qualifications

- A social work degree or degree in the social sciences from an accredited university, or a combination of a college diploma and relevant experience. The Society will consider related field and equivalent experience.
- A strong knowledge of and respect for First Nations, Metis and Inuit culture, traditions and practices.
- A deep awareness of historical, social and political issues which continue to impact First Nations, Metis and Inuit people.
- Working knowledge of the child welfare sector in Ontario and the challenges of Indigenous person served by the sector.
- Knowledge of Indigenous communities and political organizations in Ontario.
- Understanding of Indigenous services and community organizations in Hamilton.
- Ability to maintain effective communication and working relationships demonstrating strong interpersonal skills, tact, sensitivity and diplomacy.
- Excellent communications, presentation and collaboration skills.
- Highly organized with excellent attention to details and results oriented
- An open and collaborative leadership style that promotes partnerships and builds trust
- Strong negotiation skills and ability to foster cooperation, build consensus, gain support and influence decision making and outcomes
- Strong understanding of privacy and security
- Ethical with proven integrity and credibility
- Experience with the Microsoft Office Suite programs (Word, Excel, Power Point, etc.) preferred
- Valid driver's license and access to a vehicle is required.
- Preference will be given to Indigenous/Aboriginal candidates.
- The ability to speak a First Nations, Metis and Inuit language is a strong asset as well as bilingualism (French/English).

Key Responsibilities

- Co-ordinate the agency reconciliation activities including working with the Diversity, Equity and Inclusion Department, Communications and Service departments to ensure commitments made to Indigenous communities are being addressed and able to be reported to senior management, Board of Directors and staff.

- Coordinate learning opportunities for staff and board that increase understanding of Indigenous cultures, history, protocols and traditions.
- Support CCASH to create an environment which supports Indigenous families, children and youth.
- Establish and maintain strategic partnerships within the Indigenous community in Hamilton, Six Nations and New Credit
- Work with the Indigenous Employee Resource Group and board members to articulate CCASH role in reconciliation based on recommendations from the Truth and Reconciliation Commission and OACAS Provincial commitments.
- Work with the Indigenous Child Welfare Collaborative to develop, implement, review and maintain a strategy to better serve Indigenous families, children and youth.
- Monitor work plan progress with regards to achievement of outputs and outcomes, and make appropriate adjustments
- Prepare required reports for to meet internal, community and provincial requirements.
- Participate in monthly meetings and engage in formal/informal activities in order to build strong relationships across the organization.
- Engage in committee work where appropriate and beneficial.
- Comply with Health and Safety policies and the Ontario Health & Safety Act.
- Committed to anti-oppression values of justice, equity, respect of the beliefs and traditions of others
- Committed to agency values of Success for Children, Youth and Families, Service Excellence, Integrity, Human Dignity & Respect, Communication & Collaboration, Compassion, Shared Accountability and Our Team

We offer attractive benefits, with experience based remuneration.

Please apply in writing or e-mail to the attention of: hr@hamiltonccas.on.ca or 735 King Street East Hamilton, ON L8M 1A1

We are an equal opportunity employer and are committed to building an inclusive process that respects the dignity and independence of people with disabilities.

If you require a disability related accommodation in order to participate in the recruitment process, please inform Human Resources at 905-525-2012 ext. 3377.