



## **JOB POSTING**

### ***SENIOR PROGRAM ANALYST, OACAS LEARNING***

#### ***Full-time Contract or Secondment (2 years)***

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.

The position will support the work of OACAS Learning by providing expert Child Welfare advice and guidance to various stakeholders within the OACAS Learning team. The position will also work with other OACAS Senior Program Analysts, OACAS Service Excellence and Stakeholder and Government Relations staff to ensure that Child Welfare/Child Protection service related content is appropriately embedded within all required OACAS Learning curriculum and that training plans are appropriately developed to share with CAS agencies. This position will also work to ensure that new legislation, regulation and child welfare practices are appropriately communicated to Children's Aid Society through training. The position will also engage with CAS agencies and provides knowledge and expertise to facilitate the work of OACAS departments and support planning and decision making within the organization. The position consults and engages with CAS agencies, partners and stakeholders, leads project teams, and writes and presents a broad range of materials. Cultural awareness and understanding of Equity, Diversity, Inclusion, Power, Privilege and Anti-Oppressive Practices is required. The ability to develop relationships with Indigenous stakeholders and an understanding of Indigenous history and context is foundational to this position.

The areas of expertise of the Senior Program Analyst, OACAS Learning include the full spectrum of child welfare service including after hours, intake and assessment, family service, children and young people in care, youth transitioning from care, resource parents (general foster/non-relative, kinship service and kinship care), adoption, family visits, aboriginal child welfare, Francophone child welfare, Ontario Practice Tools (OnLAC, PRIDE, SAFE, Eligibility Spectrum, Interagency Protocol).

A copy of the full job description is available online at <http://www.oacas.org/wp-content/uploads/2018/03/Job%20Description%20-%20OACAS%20-%20Senior%20Program%20Analyst%20-%20Learning.pdf>

Salary: Grade 9 (\$84,038 – 105,012)

Classification: Professional

Location: Toronto, ON

**You have:**

- Undergraduate or graduate degree in Social Services or related field or equivalent experience
- Minimum 5 years' experience in the child welfare sector or related field
- Knowledge of public policy development processes and Ontario child welfare legislation, policies, standards, programs, tools and processes
- Experience working with diverse populations, and cultural awareness of marginalized communities serviced by the Child Welfare sector
- An awareness and understanding of Child Welfare topics related to Equity, Anti-Oppression, Indigenous history, power and privilege
- Ability to collaborate and develop partnerships with Indigenous agencies and communities to embed Indigenous content and practice within OACAS Learning Services
- Ability to comprehend and provide advice on policies, program frameworks, guidelines and legislation
- Knowledge of research methodologies, tools and technologies to manage research projects and ability to identify and evaluate source and reliability of information
- Ability to collect, analyze and synthesize both quantitative and qualitative information from a variety of sources, including research and scientific data, literature reviews, trends analyses, program information, surveys, operational data
- Excellent analytical skills and judgment to interpret and assess information, determine significance and relevance, identify implications, and recommend how, to whom and in what format it should be distributed
- Strategic thinking, analytical skills, judgment and political acuity to identify issues and analyze their impact on member agencies, partners, stakeholders and OACAS, to identify options to address issues and recommend solutions
- Excellent facilitation, presentation, oral communication and listening skills to conduct consultations, focus groups, webinars
- Strong consulting and problem-solving skills to provide expert assistance, advice and guidance to member agencies
- Strong interpersonal, collaboration and relationship management skills to interact effectively and build and nurture effective working relationships with internal colleagues, member agencies, colleagues in other jurisdictions, partners and stakeholders
- Strong negotiation skills and ability to foster cooperation, build consensus, gain support and influence decision making and outcomes
- Project management skills to lead, develop, plan, implement, monitor and evaluate projects; contract management skills to manage vendors
- Excellent written communication skills to write clear, concise documents such as reports, consultation papers, issue notes and responses to information requests
- Proficiency in full suite of Microsoft Office products

The following are considered an asset:

Bilingual English/French

**APPLY ONLINE at <https://jobs-oacas.icims.com/jobs/intro> by end of day Friday, April 20, 2018. Attach cover letter and resume in one file.**

*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 for a disability 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.