

**Job Posting**

June 26, 2018

**PROTECTION MANAGER - INDIGENOUS TEAM**

The Sarnia-Lambton Children's Aid Society (SLCAS) is a trusted ally to families, communities & cultures in creating safe, nurturing environments for children and youth to grow and succeed.

Under the leadership of a Director of Services, the Society is seeking a Protection Manager for our Indigenous Team. The candidate must have a strong understanding of the agency's mission and values, an ability to engage with Indigenous families and communities, and a commitment to providing the highest quality of service possible for the children and families that we serve.

In addition to a strong focus on family-based care and permanency, the successful candidate will have responsibilities for ensuring the ongoing professional development of staff, promoting a positive internal working environment and acting as an ambassador between the Society and the Community.

**DUTIES & RESPONSIBILITIES:**

- The direct supervision of staff;
- Ensuring that services provided to children and their families meet the expectations of the Child, Youth and Family Services Act, the Society's Policies and Procedures, and the Ministry's standards;
- Overseeing the regular assignment of cases to staff ensuring caseload balance including factors such as workload, staff skills and experience;
- Supporting staff in the development of their Signs of Safety practice;
- Engaging in clinical and case supervision with the goal to promote staff critical thinking and sound decision making;
- Working collaboratively with other Managers to ensure timely, effective, high quality services to families and children involved with the Society;
- On a rotational on-call basis participate as a back-up Manager for emergency after hours duty workers.

**QUALIFICATIONS KNOWLEDGE AND SKILLS REQUIRED:**

- MSW or Indigenous Social Work degree preferred or a substantially related degree
- Minimum of 5 years front-line Child Protection experience;
- Knowledge of Indigenous history, people and communities and a demonstrated ability to engage with the communities;
- Experience working with Indigenous communities;
- An ability to support Indigenous staff working in the agency;
- Full support for the agency's values, mission and strategic directions and evidence of implementing them on a consistent basis;
- Strong understanding and belief in Anti-Oppressive Practice and Early Help for children, youth and families;
- Demonstrated ability for creative and innovative thinking;
- Ability to positively implement change;
- Strong understanding of provincial child welfare legislation;
- Knowledge and experience of court procedures;
- Demonstrated strengths and skills in collaboration within organizations and in the community;
- Demonstrated experience in team building;
- Excellent written and oral communication skills;
- Demonstrated time management skills;
- Working knowledge of computerized information systems.

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Sarnia Lambton Children's Aid Society is committed to employment equity and to creating a diverse and inclusive workplace. SLCAS strives for inclusivity and representative hiring practices to respond to the communities we serve. The agency welcomes applications from women, visible minorities, Aboriginal persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

Accommodations are available for applicants with disabilities throughout the recruitment process in accordance with the Ontario Human Rights Code.

Please submit resumes and cover letter **by Friday, July 27, 2018 to the attention of Human Resources:**

**Terry Button, Human Resources Manager  
Sarnia Lambton Children's Aid Society  
161 Kendall Street, Point Edward, Ontario N7V 4G6**

**[humanresources@slcas.on.ca](mailto:humanresources@slcas.on.ca)**

**Closing Date: Friday, July 27, 2018**

We thank all applicants for their interest, but only those selected for an interview will be contacted.

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