



## SENIOR DIRECTOR OF HUMAN RESOURCES

The Children's Aid Society of London and Middlesex has an opening for the position of Senior Director of Human Resources.

We are seeking a skilled Senior Director to develop and execute the strategy for high performance at all levels of the organization comprised of a workforce of approximately 350 full and part-time staff. Reporting to the Executive Director, the Senior Director of Human Resources will be key in informing and advising the Executive Leadership Team and the Board of Directors within all areas of Human Resources, people development and performance. The position of Senior Director of Human Resources will require a strategic thinker with high impact communication skills and superior management skills necessary to promote an organizational culture committed to success in the dynamic field of child welfare. The Senior Director of Human Resources must demonstrate a strong commitment to equity and inclusion in the workplace and to service delivery.

Key responsibilities of the position include: the provision of administrative services to the agency including staffing (recruiting, screening, training), compensation (salaries and benefits), administration of the Collective Agreement (including daily labour relations and lead resource person in management/union negotiations), maintenance and continued establishment of human resource systems and compliance with employment legislation. The position is responsible for the establishment of effective tracking systems to measure the effectiveness of HR related activities and a continual review of the organizational design and structure to improve and adjust to the changing needs of those served by the Society.

**Qualifications:** Preference will be given to a graduate of an accredited M.S.W. program with work experience in Child Welfare. The CHRP designation is considered an asset. The successful candidate will possess well-rounded leadership and management skills. A minimum of 10 years' experience in a publicly funded and unionized public service workplace with a proven track record of excelling in complex work environments. An ability to develop strategies will be matched by a capacity to implement programs within a climate of change. Strong interpersonal skills are required.

**Salary:** \$126,088 - \$160,924 (2018-2019)

Competitive benefits package available. Related experience credit provided.

Qualified applicants should E-Mail/Fax/Mail their inquiries by December 21, 2018 to the attention of:

Andrew Dutz, Supervisor: Human Resources  
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