

The Children's Aid Society of Toronto is one of the largest child welfare organizations in North America. Our legal mandate is to protect children from abuse and neglect. Last year, we helped more than 11,200 families and more than 25,000 children. Because of our strong belief in the importance of early intervention we also provide assessments, crisis intervention, counseling and services to prevent child abuse and neglect. In addition, we help vulnerable communities to protect and support their children. Many prevention programs are offered in partnership with other community agencies.

The families and children with whom we work come from many racial, ethnic and cultural backgrounds. Our team strives to provide services which meet the unique needs of individual children, youth and families. We are guided by our comprehensive *Anti-Oppression Anti-Racism Policy* that is integrated into every aspect of our work. We embrace the values of diversity, inclusion and actively promote collaboration with community partners, service innovation and excellence and take pride in our role as a leader within the field of Child Welfare.

Your Opportunity to Make a Difference

As our new Director, Legal Operations you will report to the Chief Counsel and will direct and manage the effective and efficient administration and operations of the legal services teams.

As the ideal candidate you are not only a legal expert but are a visionary, dynamic and empowering leader who is known for your commitment to operational excellence, capacity building and staff engagement.

You will be inspirational to our staff, embracing our organizational vision and identifying new opportunities for our legal team to become more integrated into the work of its internal clients and implement new approaches and service delivery models. You will foster a culture of innovation, critical thinking, and advancing the operational effectiveness of our legal team in a fiscally responsible fashion while remaining focused on the safety, protection and well-being of every child in accordance with legislated requirements.

KEY QUALIFICATIONS

- **Education:** Juris Doctor/ Bachelor of Laws degree from a university of recognized standing and licensed to practice law by the Law Society of Ontario.
- **Management and People Leadership:** Exceptional demonstrated management and people leadership experience in a legal setting including the ability to direct, motivate, evaluate, share knowledge and recognize staff.
- **Legal Experience:** Minimum 8 years progressively responsible experience in the practice of law ideally in the child welfare or related field including the ability to represent the society and its interests in highly contentious cases, appeals or inquests.
- **Critical Thinking:** Superior critical analysis and problem solving skills including the ability to make sound decisions related to all aspects of operations.
- **Business Management:** Proven experience in business, financial and human resource management with the ability to improve organizational effectiveness through the efficient utilization of resources.
- **Change Management:** Experience in successfully leading complex programs, projects and operation improvement initiatives using best practices.
- **Stakeholder Engagement:** Ability to engage with and build effective relationships within and across organizations, sectors and diverse communities.
- **Sector Knowledge:** A broad understanding of children's law. Expert knowledge of the Child, Youth and Family Services Act and Regulations, the rules of evidence and Family Law Rules.
- **Communications:** Excellent written and oral communication/presentation skills.

To explore this opportunity please apply online via email by **January 11, 2019** to careers@waterhousesearch.ca quoting project **CAST-DL** in the subject line. Should you wish to speak to our Executive Recruiter or receive a detailed copy of the position description and qualifications please contact Jon Stungevicius at 416-214-9299 x1, jon@waterhousesearch.com or Amy Oliveira at 416-214-9299 x4, amyoliveira@waterhousesearch.com.

The CAST is committed to having a workforce that is reflective of the diversity of the City of Toronto and strongly encourages applications from all qualified individuals. In addition the CAST provides an inclusive workplace environment that meets the accessibility needs of employees with disabilities.