



If you are looking to join an organization which offers a meaningful *JOB OPPORTUNITY* then CAST is the place for you!

The Children's Aid Society of (CAST) is proud of their long history of leadership in protecting children and their commitment to the provision of quality service to children and their families. If you are looking to make a difference in the lives of children, we have an opportunity for you. Working in the heart of the city at Yonge and Bloor with excellent remuneration, benefits and vacation entitlements, come join us and work for one of the city's Top Employers.

The following **Permanent Full-time** position is available and applications are invited:

Director, Toronto Branch

Location: 30 Isabella Street

Job Posting #: 19-031

Salary Range: \$115,342 - \$145,489

PURPOSE:

The Director is responsible for the leadership and direction of a Community-Based Branch, and is accountable for the quality of service delivered in accordance with applicable legislation, policies and procedures. The Director, along with the supervisory team, are responsible for developing and maintaining effective systems and communication strategies with Branch staff, other branches and internal divisions, and collateral community agencies. The Director is accountable for the preparation and evaluation of goals to be attained, resources required, budget, and expenditures on an annual basis for the Branch. The Director hires, trains and evaluates supervisory staff in addition to administering the Collective Agreement within the Branch.

MAJOR RESPONSIBILITIES:

As a member of the Senior Leadership Team, the Director:

- Demonstrates excellence in leadership abilities by understanding corporate leadership roles and responsibilities, acting as a champion for organizational change and works to motivate and inspire branch staff towards excellence in service delivery
- Delivers services in the Branch that are aligned with the Society's service principles and priorities
- Examines and analyzes all service issues from an equity lens
- Takes leadership in the development of policies and programs

- Provides input and critical analysis related to the quality of services both required and delivered across the Society
- Participates in or leads agency or community committees and task forces to develop programs or solutions to identified problems
- Responsible for timely decision making regarding serious and contentious matters
- Ensures branch/department implementation of Society's Code of Ethics, Confidentiality, Anti-Oppression/ Anti-Racism, Harassment & Discrimination policies, etc through leadership and role-modeling.
- Creates and leads branch/department that reflects diversity, supports differences and encourages different perspectives.
- Sets standards for consistent allocation of financial resources within branch or service.
- Manages branch budget according to Agency policies and procedures.
- Works in a safe manner in accordance with the Society's health and safety policies and procedures and all relevant legislation.

QUALIFICATIONS:

Education

- Bachelor of Social Work (B.S.W) Degree. Master's (M.S.W) preferred.

Experience

- 10 years of progressively responsible and diverse experience in child welfare, preferably in Ontario.
- Minimum 7 years progressive and responsible management experience in Child Protection Services.

Knowledge and Skills

- Demonstrated management and leadership skills such as:
 - leading and implementing large scale change initiatives
 - demonstrated understanding of disparity and disproportionality in child welfare and strategies to address these issues
 - financial management and budget ability
 - human resources management ability
 - ability to prioritize multiple demands/objectives
 - exceptional conflict resolution skills
 - project management skills
 - Superior critical analysis and problem solving skills
- Applied knowledge of Child Welfare Legislation and agency policies and practices
- In-depth experiential and theoretical knowledge related to the practice of child welfare
- Program or business development and implementation skills
- Demonstrated oral and written communication, presentation, and interpersonal skills
- Demonstrated experience in partnership development
- Ability to make sound decisions related to all aspects of operations
- Ability to balance corporate, branch and staff needs
- Strong commitment to, knowledge of, and practice in anti-oppression/anti-racism and diversity and inclusion
- Knowledge of the Anti-Oppression/Anti-Racism Policy and demonstrated commitment and skill to working within the policy's framework.
- Demonstrated knowledge and integration of Equity, ABR and SofS principles and practice.

- Proficiency in a second language, an asset

Anti-Oppression/Anti-Racism at CAST

CAST is committed to having a workforce that is reflective of the diversity of the City of Toronto and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Accommodation at CAST

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 416-924-4640 x2300. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

APPLY NOW!

Apply directly on our website at www.torontocas.ca under the Careers section by **MONDAY, FEBRUARY 25, 2019.**

If you cannot apply on our website, applications can be faxed (416-324-2400), or mailed (30 Isabella Street, 5th Floor) to the attention of Human Resources, **clearly indicating the Job Posting Number: JP#19-031**

We thank all applicants for their interest; however, only qualified applicants will be contacted.