



## **Dnaagdawenmag Binnoojiiyag Child & Family Services**

517 Hiawatha Line  
Hiawatha First Nation, ON  
K9J 0E6

### **Employment Opportunity Supervisor – Bancroft**

#### **Purpose of the Position:**

Reporting to the Senior Manager, the Supervisor is responsible to direct, coordinate and evaluate the provision of assigned services for Dnaagdawenmag Binnoojiiyag Child and Family Services clients within the Dnaagdawenmag Binnoojiiyag Child and Family Services catchment area through the development and monitoring of service delivery processes and the effective supervision of staff. To ensure that programs and services are provided in accordance with the Child and Family Services Act and other pertinent legislation, Ministry standards and guidelines and Dnaagdawenmag Binnoojiiyag Child and Family Services policies, directives and procedures, as well as the Regional Protocol.

#### **Responsibilities:**

- Assigns cases/tasks to staff as appropriate or required
- Assumes clinical responsibility for advising staff regarding casework planning, intervention/treatment strategies, etc.
- Reviews and assesses pertinent case information and makes decisions regarding apprehensions, court recommendations, admission/discharge of children from care, etc.
- Provides professional direction and clinical expertise to staff on an ongoing basis and on difficult cases as required including problem solving in crisis situations and strategizing interventions.
- Reviews case progress and consults with staff on a regular basis to ensure clients are accurately assessed and to monitor the effectiveness of services provided and Dnaagdawenmag Binnoojiiyag Child and Family Services practices and procedures.
- Recommends changes to service delivery as required and ensures the effective implementation of same.
- Provides backup to other social work and child care supervisory positions as required.

#### **Management:**

- Supervises and manages the activities of assigned staff and ensures that child welfare and other pertinent legislation, Ministry standards and guidelines and

Dnaagdawenmag Binnoojiiyag Child and Family Services policies, directives and procedures are adhered to.

- Evaluates the effectiveness and quality of services provided, identifies gaps in service, participates in the development of Dnaagdawenmag Binnoojiiyag Child and Family Services service plans, budget submissions, goals and objectives, and policies and procedures through participation on Dnaagdawenmag Binnoojiiyag Child and Family Services committees and task forces and direct input to senior management as required.

**Admin:**

- Ensures that case plans, recordings and additional documentation are accurate and complete and in accordance with legislative requirements, Ministry standards and guidelines and Dnaagdawenmag Binnoojiiyag Child and Family Services directives, policies and procedures.
- Signs and approves all requests for financial expenditures within established Dnaagdawenmag Binnoojiiyag Child and Family Services limits and clears all other major expenditures with the Senior Manager as required.

**Personnel:**

- Recommends the hiring/firing of staff or the transfer of staff within the Dnaagdawenmag Binnoojiiyag Child and Family Services in collaboration with the Human Resources Manager.
- Ensures the orientation and instruction of new staff.
- Evaluates performance, in consultation with individual staff, on an annual basis in relation to their job description and mutually agreed upon goals and objectives.

**Knowledge Requirements:**

- Master's Degree in Social Work from a University of recognized standing combined with a minimum of three years' experience in social work within the field of child welfare; **or**
- Bachelor's Degree in Social Work from a University of recognized standing combined with a minimum of five years' experience in social work within the field of child welfare; **or**
- BSW equivalency;
- An equivalent combination of formal education, experience and training.
- Supervisory training and/or experience.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the "Sixties Scoop" upon them is essential.

**Work Requirements:**

- A good working knowledge of the Child and Family Services Act and other pertinent legislation, Ministry standards and guidelines, Dnaagdawenmag Binnoojiiyag Child and Family Services policies, directives and procedures.
- A high level of knowledge and demonstrated expertise in diagnostic and treatment theories, methodologies and practices.
- Excellent communication skills to teach, supervise and support staff effectively and at times to deal with clients in stressful and conflict situations.
- Excellent interpersonal skills to liaise with First Nations Designated Persons and community representatives, community professionals and other Dnaagdawenmag Binnoojiiyag Child and Family Services staff.
- Ability to work independently or with little supervision.

**Ability Requirements:**

- Relate effectively to and supervise staff as a diplomatic and flexible team player.
- Effectively manage financial matters.
- Communicate effectively in writing and verbally.
- Provide an acceptable CPIC and VPSS.

**Starting Salary:** \$81,000 to \$96,769 based on qualifications and experience

**Closing Date:**

Open until Filled.

Only those selected will be contacted for an interview.

**For Application to be considered please submit:**

- Application for Employment - available at [www.binnoojiiyag.ca](http://www.binnoojiiyag.ca)
- Cover letter and Resume
- 3 work related references

Carrie Wilson, Recruiting Coordinator  
Dnaagdawenmag Binnoojiiyag Child & Family Services,  
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Hiawatha First Nation, ON K9J 0E6  
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Email: [careers@binnoojiiyag.ca](mailto:careers@binnoojiiyag.ca)

**Notes:**

1. Persons of First Nation, Metis and Inuit ancestry and members of Dnaagdawenmag Binnoojiiyag Child and Family Services First Nations are encouraged to apply.
2. For a full job description and any questions please email: [careers@binnoojiiyag.ca](mailto:careers@binnoojiiyag.ca)