



Job Posting #	2019-09
Title:	Reimagined Child Welfare Pathway to Authorization Facilitator
Type:	Sessional Contract and/or Agency Based Trainers
Location:	Toronto, ON

The Ontario Association of Children's Aid Societies (OACAS) has represented Ontario children's aid societies (Agencies) since 1912. We currently have 50 Agencies across Ontario as members of our organization, and we are advocates for the protection and well-being of children. We also provide service and support to our members in the areas of education and training, government relations, communications and information management.

OACAS Learning is redefining the way learning is designed, developed, and delivered to the child welfare sector. In order to meet the changing needs of a reimagined child welfare sector, it's important that OACAS also change its approach to learning.

This new approach starts with how content is designed and developed. OACAS is now creating learning that is designed, reviewed, and delivered by subject matter experts with relevant lived experiences. This also includes working directly with ANCFSAO on the development of all First Nations, Inuit, and Métis-focused content.

Just as the creation of new learning content needs to involve more voices, so too does the review and delivery processes. OACAS is engaging a variety of stakeholders from both the child welfare sector and external community partners to ensure the authenticity and accuracy of content. Similarly, qualified facilitators with relevant professional and lived experience will be invited to deliver content to ensure the best possible learning delivery experience. The course will be made available to the sector in January 2020.

We are seeking experienced professionals to deliver the Reimagined Child Welfare Pathway to Authorization with backgrounds in training and/or facilitation, working within an anti-oppressive and anti-racist framework, and knowledge of:

- Equitable child welfare practices, principles, and procedures
- Disparities
- Disproportionalities
- Reconciliation
- Cultural humility
- Critical self-selection
- Provincial and international obligations
- Other related topics

Successful candidates will attend the Train-the-Trainer (TTT) course and participate in ongoing professional development opportunities as preparation to deliver the new curriculum.

Duties and Responsibilities

1. Attend the Train-the-Trainer (TTT) course as scheduled by OACAS Learning
2. Attend ongoing professional development opportunities for Facilitators
3. Independently deliver the course to staff within Agencies, zones or training consortiums
4. Enhance learner experience through bringing forward an understanding of Indigenous communities and knowledge of Indigenous history and context as it relates to the curriculum
5. Deliver curriculum to a diverse audience, including new workers, more experienced workers, supervisors and those with varying levels of understanding of equity and oppression
6. Promote an anti-oppressive and anti-racist approach to learning enhanced by an understanding of and an ability to critically examine the power imbalance inherent in organizational structures
7. Possible travel, overnight or otherwise, to deliver training to Agency child welfare staff across Ontario
8. Follow the policies, procedures and expectations outlined in any materials provided by OACAS
9. Participate in ongoing trainer development activities and programs offered by OACAS to stay current with curriculum updates and changes

Qualifications:

Education and Experience

- Minimum of 2 years of experience training adults (either as a current OACAS trainer, or delivering other training sessions/courses/workshops for Agency staff or other audiences outside of an Agency)
- Minimum of 1-year experience training equity and/or anti-oppression content or a minimum of 2 years' experience working directly within the area of equity, inclusion or anti-oppression
- Minimum of 5 years of experience in the child welfare or related sectors (i.e. Mental Health, Intimate Partner Violence, Child Rights)
- Advanced knowledge of equitable child welfare practices, principles, and procedures, for example as gained through education, work experience
- Experience working with diverse stakeholders and working within an anti-oppressive framework to promote equity and inclusion
- Strong group facilitation skills and the ability to facilitate difficult conversations around equity while providing a supportive learning environment
- Excellent problem-solving skills and ability to adapt to varying audiences

Assets

- Experience working with equity seeking groups
- Demonstrated awareness, understanding, and lived experiences of diversity, marginalization and imbalance of power.
- Awareness and understanding of the unique needs of FNIM children, youth and families living in both rural and urban communities.
- Access to A/V equipment to use for training
- Experience training soft skills
- Experience teaching social justice issues and facilitating sensitive conversations.

APPLY ONLINE at <https://jobs-oacas.icims.com/jobs/intro> If you are currently employed by an Ontario CAS, you must include an endorsement letter from your agency (letter attached in posting).

We thank all candidates for their interest; however only those considered for an interview will be contacted.

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

Accommodation at OACAS

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 are required to make any accommodation requests for the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-7725. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.

Date:

To: Hsiang Fei Lu
Manager, Learning Delivery and Leadership
Ontario Association of Children's Aid Societies
75 Front Street East, Suite 308
Toronto, Ontario M5E 1V9

Dear Hsiang Fei:

RE: Agency-Based Reimagined Child Welfare Pathway to Authorization Facilitator - Letter of Endorsement for _____

Please accept this Letter of Endorsement for _____, candidate for the new position of Agency-Based Reimagined Child Welfare Pathway to Authorization Facilitator.

I understand that OACAS Learning is seeking experienced social service professionals to deliver the Reimagined Child Welfare Pathway to Authorization training program with backgrounds in training and/or facilitation, working within an anti-oppressive and anti-racist framework. Furthermore, successful candidates will attend the Train-the-Trainer (TTT) course and participate in ongoing professional development opportunities as preparation to deliver the curriculum.

I am confident that _____ would be a strong asset to the Reimagined Child Welfare Pathway to Authorization Facilitator roster and fully support their application and commitment to this training program.

Sincerely,

Name: _____

Signature: _____

Title: _____

Agency: _____

Date: _____