

York Region Children's Aid Society

16915 Leslie Street Newmarket, Ontario L3Y 9A1

email: human.resources@yorkcas.org fax: 905-898-7741

JOB POSTING #2019-43 September 9, 2019

Applications are now invited for the position of:

DIRECTOR OF HUMAN RESOURCES & ORGANIZATIONAL DEVELOPMENT

The York Region Children's Aid Society (YRCAS) mission is to champion the care and protection of children and youth and well-being of their families. The voice of the child is at the heart of everything we do and with confidence and resolution, we always strive to do the right thing. We are committed to excellence and to the principles of honesty, respect, and fairness, and take responsibility for our work, our decisions and our results. We value diversity, treat each other with dignity and compassion and empower individuals.

With the strength of 300 dynamic staff, the YRCAS provides child welfare services throughout York Region with offices in Newmarket, Richmond Hill, and Vaughan. We serve over 5000 families, 350 children and work with community partners including health, education and police. Our success comes from the daily contributions of the remarkable individuals who make up our team.

OPPORTUNITY TO MAKE A DIFFERENCE:

As a key member of our senior management team, you are an inspiring human resource leader who is committed to the vision and values of the YRCAS. You have a remarkable ability to build collaborative relationships and engage staff in support of our vision and strategic directions.

Reporting to the Chief Executive Officer, the Director of Human Resources and Organizational Development is responsible for providing strategic leadership to the human resources function. Having a proactive and innovative approach, you will be responsible to guide human resources and organizational effectiveness programs that align to the strategic needs of the organization.

You will be accountable for all aspects of human resource operations including human resources planning and organizational design, labour relations, talent management, employee development, compensation and benefits, HR information systems, attendance, wellness and disability management programs, and occupational health and safety.

Under your leadership for human resources it will allow YRCAS to become a high performing organization, creating an environment that attracts and retains the brightest and best staff to achieve excellence and promoting and developing best practice for human resources that will position organization as a leader in the community and in the field of child welfare.

QUALIFICATIONS:

• Substantive leadership experience in a senior management role responsible for human resources operations in a medium to large multi-stakeholder organizations preferably in the public sector.

- Strong leadership skills with a proven track record to lead human resources functions with the ability to motivate and inspire people.
- A strategic systems thinker with the ability to communication and build consensus with diverse stakeholder groups and partners in order to transform vision into successful actions and outcomes.
- Demonstrated experience with best practices in all human resource functions including labour relations in a unionized environment and leading collective bargaining, talent management strategies, recruitment, workforce planning and diversity initiatives, performance management, people development, compensation and benefits, attendance, accommodations and return to work programs, occupational health, safety and wellness, training and development, organizational design, human resources planning and human resources information systems (HRISM).
- Well-developed knowledge of employment legislation, tools, and systems to effectively align human resources with the needs of the organization including equity, diversity, and inclusion.
- Knowledge of, and demonstrated experience in, approaches to effectively manage change and an ability to lead the change process by helping all stakeholders see the necessity and value of change.
 Demonstrates personal commitment to the change through actions and communication.
- Ability to view the organization from a broad context, and understands the complexity, complementary and interdependent nature of child welfare processes.
- A proven ability to share skills and knowledge with others to effectively manage a team of human resource professionals.
- Demonstrated success in working with a broad group of individuals including, but not limited to, board members, senior staff, staff and community partners.
- Excellent written and oral communication and presentation skills.
- A graduate from a post graduate program in human resources or business administration coupled with a minimum of 10 years successful, progressive and senior level human resources experience. A Certified Human Resources Professional Designation in good standing.
- Bilingualism in French is considered an asset.

PAY GRADE 12 (\$115,189 to \$146,304)

HOURS OF WORK 33.75 Hours per Week

Candidates that meet the qualifications listed above are welcome to apply for this position and should do so in writing to Lisa Magee, Human Resources Specialist, at human.resources@yorkcas.org, no later than 4:30 p.m. on September 30, 2019. Please quote job number. Interviews for this posting well be held early to mid-October.

Anti-Oppression/Anti-Racism at York Region Children's Aid Society

YRCAS is committed to having a workforce that is reflective of the diversity of York Region 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 YRCAS

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 that may require accommodation during the selection process are encouraged to notify the Human Resources Department when contacted for an interview.

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.

We appreciate all applications received. All communications will be held in strict and professional confidence. Only those candidates selected for an interview will be contacted. We thank all applicants for their submissions.