

York Region Children's Aid Society
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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.

