



CAREER OPPORTUNITY – RECONCILIATION LEAD

Job Posting: 2019-19 - Reconciliation Lead

Regular Full-Time

Salary Range \$44,990 - \$63,306

Guided by Catholic values and teachings, we serve and offer bilingual (English/French) service to children, youth and families within the Hamilton community to protect their safety and well-being, strengthen families and nurture lifelong relationships.

We are currently seeking a knowledgeable **Reconciliation Lead** to join our team in Hamilton to effectively manage the agency's reconciliation activities to ensure commitments made to Indigenous communities are being addressed. The position will report directly to the Manager of Diversity, Equity and Inclusion, and will work with the Diversity, Equity and Inclusion, Communications, and Service departments to ensure commitments made to Indigenous communities are being addressed.

Qualifications:

- A social work degree or degree in the social sciences from an accredited university, or a combination of a college diploma and relevant experience. The Society will consider related field and equivalent experience.
- A strong knowledge of, and respect for First Nations, Metis and Inuit culture, traditions and practices.
- A deep awareness of historical, social and political issues which continue to impact First Nations, Metis and Inuit people.
- Working knowledge of the child welfare sector in Ontario and its impacts on Indigenous communities
- Awareness of Indigenous services and community organizations in Hamilton.
- Ability to maintain effective working relationships, with an open and collaborative leadership style that promotes partnerships and builds trust.
- Strong negotiation skills and ability to foster cooperation, build consensus, gain support and influence decision making and outcomes.
- Ability to deal with highly sensitive and personal information in a confidential manner
- Ethical with proven integrity and credibility.
- Preference will be given to Indigenous/Aboriginal candidates.
- The ability to speak a First Nations, Metis and Inuit language is a strong asset as well as bilingualism (French/English).
- Excellent communications, presentation and collaboration skills.
- Highly organized with excellent attention to details and results oriented.
- Demonstrates a commitment to, and work ethic in leadership and role models behaviours that demonstrates the Mission and Vision of the Catholic Children's Aid Society.

- Knowledge and commitment to anti-oppressive/anti-racist philosophy.
- Computer literate with demonstrated proficiency in Microsoft office and proprietary child welfare systems and programs.
- Able to affirm and integrate in the delivery of services the Society values which reflect the Agency's Catholic faith, heritage, culture and traditions.
- Bondable with acceptable police clearance, and satisfactory provincial records search.
- Valid Ontario Driver's license and acceptable drivers abstract.

Duties:

- Coordinate the agency reconciliation activities including working with the Diversity, Equity and Inclusion, Communications, and Service departments to ensure commitments made to Indigenous communities are being addressed.
- Coordinate learning opportunities for staff and board that increase understanding of Indigenous cultures, history, protocols and traditions.
- Consultation to Service Departments to ensure that CCASH creates an environment which supports Indigenous families, children and youth.
- Attendance at admission conferences/PPC/CYICR to assist in service planning and case management for Indigenous children, youth and families
- Establish and maintain strategic partnerships within the Indigenous community in Hamilton, Six Nations and New Credit.
- Work with the Indigenous Employee Resource Group and Board members to articulate CCASH's role in reconciliation based on recommendations from the Truth and Reconciliation Commission, Missing and Murdered Indigenous Women Inquiry, & OACAS Provincial commitments.
- Work with the Indigenous Child Welfare Collaborative to develop, implement, review and maintain a strategy to better serve Indigenous families, children and youth.
- Report on a quarterly basis to Senior Management and Supervisors about progress with respect to our Indigenous commitments and observable trends within the organization
- Work collaboratively with Quality Assurance to view and assess identity based data.
- Engage in formal/informal activities in order to build strong relationships across the organization.
- Act as a liaison between CCASH and Indigenous communities to facilitate repatriation.
- Engage in committee work where appropriate and beneficial.
- Completes mandatory training and participates in ongoing agency training.
- Demonstrates leadership and a commitment to the principles of anti-oppressive practices and anti-racism based on justice, fairness, equity, respect of the beliefs and traditions of others.
- Complies with agency Health and Safety policies and the Ontario Health and Safety Act, and regulations.

Reporting to: Manager of Diversity, Equity and Inclusion

Employment Terms & Hours of Work: Full-time (35 hrs/week)

Position: Union

Starting Date: As soon as possible

Posting Date: November 1, 2019

Closing Date: November 15, 2019

Apply in writing by submitting an updated resume and your current training record to:
hr@hamiltonccas.on.ca

We are an equal opportunity employer and are committed to building an inclusive process that respects the dignity and independence of people with disabilities.

If you require a disability related accommodation in order to participate in the recruitment process please inform Human Resources.