



# KUNUWANIMANO CHILD AND FAMILY SERVICES

## CAREER OPPORTUNITY

Kunuwanimano Child and Family Services (KCFS) is a multi service Indigenous Child and Well-being Society/Agency providing child welfare services in a holistic manner to strengthen children and families in their own communities in the context of their unique cultural heritage.

<b>POSITION:</b>	<b>DIRECTOR OF SERVICES</b>
<b>COMPETITION:</b>	#20-30
<b>LOCATION:</b>	Timmins, ON
<b>STATUS:</b>	Full Time - 35 hours per week
<b>CLOSING DATE:</b>	Open until filled

**JOB SUMMARY:** Reporting to the Executive Director and as a member of the senior management team, the Director of Services is accountable for providing operational and strategic leadership on all aspects of child welfare in accordance with the Child, Youth Family Services Act and Ministry Standards within the mandated jurisdiction that includes 11 First Nations and greater Timmins geographical area.

### REQUIRED QUALIFICATIONS:

- MSW Degree, registered with the Ontario College of Social Workers & Social Service Workers.
- Minimum of 5 experience within Child Welfare and with First Nations
- Five (5) years experience within Child Welfare direct supervisory capacity
- Ethical leadership skills

### OPERATIONAL COMPETENCIES:

- Oversight of all child welfare issues/matters including after hours/on-call
- Ensure that all child welfare services are compliant with Ministry standards and required reporting continuum
- Provides direct consultative supervision to managers, supervisors in the management of high risk cases, serious occurrences and child death.
- Co-chair with internal counsel standing committee necessitating legal action with respect to child(ren) at risk of coming into care and also respecting the rights of parent/caregiver.
- Oversight of KCFS's district offices with respect specific model of service
- Oversight of service expenditures as member of the Executive Financial Committee (EFC)

### STRATEGIC COMPETENCIES:

- Knowledge of and demonstrated ability in strategic planning, signs of safety framework, process and implementation strategies, to optimize quality and attainment of goals within service delivery
- Analysis of child welfare in Ontario with respect to C-92 and bring forward recommendations to the Executive Director and the senior management team for the development of protocols with each First Nation

### HUMAN RESOURCE COMPETENCIES:

- Effective leadership/management through direct supervision and discipline to ensure that services are provided in an integrated and coordinated manner in accordance with all legislative requirements, ministry standards, and the Agency's system of service practice structure.
- Established progressive management skills to ensure results within the supervisory and management service teams.

### COMMUNITY RELATIONS COMPETENCIES:

- Acts on behalf of the Executive Director as needed and represents KCFS within First Nations committee meetings, stakeholder meetings, Ministry communications and other duties as deemed necessary for the business of the agency.
- Extensive knowledge of First Nation with respect to the historical impacts of colonization to working with the 11 First Nations as it pertains to their unique customs and practices.
- Excellent communication skills and demonstrated political acumen and ability to negotiate/mediate, facilitate and present information to a varied audience and to collaborate with agency stakeholders;
- Experience in working with culturally appropriate service models for First Nations people.
- Demonstrate excellent planning, organizational, administrative and oral and written communication skills;
- Demonstrate excellent analytical, problem solving, negotiating, consensus building, conflict resolution and decision making skills
- Must be willing to travel and have access to a reliable vehicle with a \$2 million rider liability;
- Must possess a valid "G" driver's license;
- Must be willing to work flexible hours;

### **We offer a competitive remuneration, relocation and benefits package to the successful candidate**

Please refer to our website: [www.kunuwanimano.com](http://www.kunuwanimano.com) for posting details. A detailed job description is available upon request. Please quote the Competition No. in your cover letter and resume, and submit by email to [HR@kunuwanimano.com](mailto:HR@kunuwanimano.com), by fax to 705 266-9122 or by mail to:

Human Resources  
Kunuwanimano Child & Family Services  
401 Cedar Street South  
Timmins, ON, P4N 2H7

Please note that preference will be given to qualified First Nations and Aboriginal applicants. **Please self-identify.** We welcome and encourage applications from people with disabilities. Accommodation is available on request from candidates taking part in all aspects of the selection process.

***We thank all applicants; however, only those considered for an interview will be contacted.***