POSITION TITLE: ALTERNATIVE CARE SUPERVISOR
DEPARTMENT: ALTERNATIVE CARE
REPORTS TO: SR. MANAGER
LOCATION: PETERBOROUGH
POSTING DATE: MARCH 26, 2020
CLOSING DATE: APRIL 16, 2020

PHILOSOPHICAL OVERVIEW:
All employees with Dnaagdawenmag Binnoojiiyag Child and Family Services are required to follow the Mission, Vision and Values of the organization always and in all circumstances. In addition to the carrying out of their duties and responsibilities under the requirements of the Child, Youth and Family Services Act and all other applicable legislation, all employees are required to perform those duties in a manner that respects and reflects the culture, traditions and values that are common to the Indigenous peoples whom we serve. Similarly, all employees shall follow the policies and procedures of Dnaagdawenmag Binnoojiiyag, as well as the direction provided by Management. They shall always also seek, through relationships with Elders, community leaders and staff, to reflect the best interests of the children, families, communities and First Nations to whom we are accountable. The work of all staff employed by Dnaagdawenmag Binnoojiiyag is governed by the terms of the Regional Protocol negotiated by Dnaagdawenmag Binnoojiiyag, and the First Nations who are members of Dnaagdawenmag Binnoojiiyag.

POSITION SUMMARY:
Reporting to the Senior Manager, the Alternative Care Supervisor has responsibility for the development, implementation and updating of service delivery policies and procedures for the preparation of the annual departmental service plan, for the preparation of reports as required, provides guidance and coordination of Front Line Workers within the department of Alternative Care Services or as otherwise assigned by the Senior Manager. The Alternative Care Supervisor is responsible to oversee alternative care (Kin Service, Kin Care, Alternative Care, Customary Care, Placement and Adoption) files including managing inquiries, SAFE (Structured Assessment Family Evaluation) home study reports, and on-going case management (performance concerns, opening and closing of provider homes) in accordance with the Ministry of Children, Community and Social Services Residential Licensing requirements and Ontario Kinship Service Standards. The Alternative Care Supervisor will work with the...
Ontario Interagency Protocols along with the Inter-Provincial Protocols. In addition, during the period of development of Alternate Care Services, the Alternative Care Supervisor may also be required to carry out duties ordinarily performed by Alternative Care Workers as outlined herein.

RESPONSIBILITIES:

SERVICE:
- Ensures the provision of fair, equitable, respectful and culturally relevant service to Indigenous children and families, consistent with the vision, mission, and values of Dnaagdawenmag Binnoojiiyag.
- Collaborates with relevant communities to explore options and alternative strategies to address complex issues affecting Indigenous children and families.

PLANNING, DEVELOPMENT AND IMPLEMENTATION:
- Participates as a member of the management team of the Agency in the ongoing evaluation and review of intake, child prevention, and on call services, to ensure the provision of culturally appropriate and relevant services to Indigenous children and families.

PERSONNEL:
- Provides leadership, direction, guidance, support, and ongoing supervision to the team of Front-Line Workers responsible for the delivery of Alternative Care Services and ensures understanding and alignment with mission, vision, values, and strategic priorities of Dnaagdawenmag Binnoojiiyag.

COMMUNITY RELATIONS:
- Participates in opportunities with other agencies where appropriate and establishes and maintains effective working relationships.
- Communicates and explains Agency and Ministry policy to Indigenous communities via regular contact and ongoing dialogue with community members and staff as requested.

OTHER DUTIES
- The Alternative Care Supervisor will be responsible for the development and management of the Alternative Care programs of Dnaagdawenmag Binnoojiiyag. When the program is operational the incumbent will be responsible to oversee, supervise, and manage all aspects of this program; during program development the Alternative Care Supervisor will be called upon to carry out duties that will ultimately rest with staff.

KNOWLEDGE AND SKILLS:

EDUCATION AND EXPERIENCE:
- Master’s Degree in Social Work from a University of recognized standing combined with a minimum of three years’ experience in social work within the
field of child welfare; or
• Bachelor’s Degree in Social Work from a University of recognized standing combined with a minimum of five years’ experience in social work within the field of child welfare; or
• BSW equivalency.
• An equivalent combination of formal education, experience and training.
• Supervisory training and/or experience.
• A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the Sixties Scoop upon them is essential.

WORK REQUIREMENTS:
• Communicate effectively in writing and verbally.
• Demonstrate excellent management and administrative skills.
• Demonstrate proficiency with various software packages including but not limited to word processing, database, and/or spreadsheet applications.
• Demonstrate excellent analytical skills in order to evaluate program needs and results.
• Ability to organize and prioritize a variety of competing and urgent demands.
• Demonstrate strong supervisory and management skills in order to effectively lead and motivate teams.
• Commitment to understanding and supporting the Dnaagdawenmag Binnooijiyag service delivery model and organizational service policies.
• Demonstrate ability to research community needs, plan community-based services, and prepare written reports on such research and planning.
• Commitment to providing services in ways that respect Indigenous cultural and spiritual practices.
• Knowledge of and commitment to the development of alternative, non-punitive healing approaches derived from Indigenous culture.
• Willingness and ability to support both traditional and contemporary healing practices and experience in working with Elders, Healers, and contemporary helpers.
• Demonstrate knowledge of all relevant legislation including but not limited to the Child, Youth, & Family Services Act especially Part X, Youth Criminal Justice Act, Mental Health Act, Ontario Labour Code, Employment Standards Act, Human Rights Code, Occupational Health and Safety Act and other relevant legislation;
• Knowledge of treatment theories for the assessment, planning, and development of treatment services.

SALARY RANGE
• $82,175.00 - $98,172.00, depending on qualifications and experience.

To Apply:
• Please email the following to careers@binnooijiyag.ca
Application for Employment (available at www.binnoojiiyag.ca) indicating preferred location in your application.
Cover letter and Resume, including three (3) work related references of persons that you directly reported to.
Incomplete Applications will not be considered.
Only those selected will be contacted for an interview.
Persons of First Nations, Inuit and Métis ancestry and members of Dnaagdawenmag Binnoojiiyag First Nations are encouraged to apply.