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| Job Posting # | 2020-04 |
| Type of Posting: | Internal and External |
| Title: | Director, Practice Transformation |
| Duration: | Regular Full Time |
| Classification: | Director |
| Employment Duration: | Permanent |
| Salary Range: | \$153,165 - \$164,846 |
| Location: | Toronto, ON |

The Ontario Association of Children's Aid Societies (OACAS) has represented Children's Aid Societies in Ontario since 1912, providing service in the areas of government relations, communications, information management, education and training to advocate for the protection and well-being of children.

The child welfare landscape in Ontario is changing and the role of the *Director, Practice Transformation* is a critical addition to the Ontario Association of Children's Aid Societies (OACAS) to help lead and reflect this change. This position will lead, aligned with the strategic plan, the work of the OACAS to have a substantial impact on the organization's strategic objectives and execution as it relates to service delivery and diversity, equity and inclusion. Reporting to the Chief Executive Officer, this role will serve as the principle advisor to the OACAS senior leadership team, the provincial child welfare sector, and various stakeholders of trauma informed practices in service delivery as well as the use of intersectionality lens of diversity, equity and inclusion to develop executive relationships with internal and external stakeholders to address issues of disproportionality and disparity in child welfare service delivery.

In line with the OACAS strategic plan, the incumbent will lead OACAS' work with the child welfare sector in Ontario to focus on intersecting the trauma informed practices and intersectional lens of equity to support the work and achieve better outcomes for children, youth and families in Ontario. Such integration will be an integral part of the transformative initiative to provincial learning opportunities. This position will work with child welfare agencies, community partners, government stakeholders, and staff at the Association to ensure child welfare services delivered are provided through the perspective of an anti-oppressive and anti-racist lens and that equity practices are embedded in the learning offerings developed. The Director will consult, collaborate and leverage the work of the strategic plan with key business partners to identify organizational and sectorial needs in the area of service delivery and equity, and lead the efforts to create, implement, and deliver a sustainable strategy with a strong focus on service integration and implementation that will be impactful for the child welfare sector in Ontario.

Duties and Responsibilities

- Provides leadership in the development and implementation of a provincial service and equity strategy that intersects issues that impact the marginalized identities in child welfare through the collaboration with both the Association and the child welfare sector to determine priorities and serve as the influential voice for equity strategies, philosophies and initiatives.

- Ensures the interweaving of service delivery tools and practices with intersectional equity to build a transformational strategy that can be incorporated in learning curriculums for both the Association and the provincial child welfare sector.
- In partnership with the child welfare sector, community partners and various stakeholders, guide the process of connection of service delivery tools and practices with the intersectional lens of equity to better improve the outcomes for children, youth and families.
- Responsible the full spectrum of child welfare practice through the promotion of best practices, showcasing evidence-based research/evaluation, and supporting the incubation of innovation in child welfare service delivery.
- Supports initiatives that dismantle racism and aligns with the service goals of family centered care in a children's rights-based approach to practice.
- Works in partnership with our Indigenous partners on all aspects of the practice transformation portfolio.
- Leads the development and consultation of learning curriculum that address the issues of disproportionality and disparities in the child welfare system within the framework of the CYFSA.
- Stays up to date on best practices and innovation in all areas related to the portfolio.
- Consults and collaborates with key stakeholders to help identify organization and sectorial needs in the area of service delivery and equity.
- Drives strategic planning activities to support the OACAS Strategic plan and sector priorities.
- Leads teams in the portfolios of service excellence and diversity, equity and inclusion to meet deliverables and deliver high quality, accountable products and services.
- Ensures the interweaving of service delivery and equity to build a transformational strategy that can be incorporated in learning curriculums for both the Association and the provincial child welfare sector.
- Develops and maintains strong collaborative engagements with child well-being agencies, academic institutions, government stakeholders, community partners, including chairing committees and representing OACAS on external groups such as special purpose groups, ad hoc committees, government committees as required.
- Participates as needed in sector wide initiatives where the Association plays a major role on behalf of Ontario's child welfare agencies.
- Collaborates with MCCSS, private/public sector service providers/associations to plan, develop and implement joint initiatives.
- Identifies issues, develops and implements or recommends solutions in response to Ministry or partner feedback and quality assurance effectiveness assessments.
- Provides direction and oversight for procurement and for development and management of vendor contracts.
- Contributes to the development of the OACAS Strategic Plan, Annual Operational Plan, Operating Policies, Standards and Guidelines
- Fosters an environment of high performance, with an emphasis on service excellence, continuous improvement and teamwork to achieve high standards for the department.
- Creates and leads a team that reflects diversity, support differences and encourages different perspectives.
- Ensures that the Association's Accountability Statements including but not limited to Confidentiality, Code of Conduct, Diversity, Discrimination and Harassment policies, etc. are embodied personally, as well as and within the team.
- Performs other duties as required.

Qualifications

Education and Experience:

- Post secondary education in a relevant discipline from a recognized academic institution;
- Minimum of ten (10) years of progressive experience leading and implementing strategies to address disproportionality and disparity in a social service setting;
- Minimum of seven (7) years experiences in the child welfare sector or related field; OR
- An equivalent combination of education and experience sufficient to successfully perform the essential duties of the job.

Knowledge and Skills:

- Extensive knowledge of child welfare services, collateral organizations, the service community and the client composition of child welfare agencies
- Demonstrated commitment to being invested in best practice development, innovated service delivery tools and practices as well as intersectionality of equity in child welfare
- Expert intersectional knowledge of diversity, equity and inclusion and the intersecting issues that impact marginalized identities
- Knowledge of Ontario child welfare legislation and service delivery structure and an understanding of current and historical issues and directions for Indigenous child welfare
- Expert knowledge of the Child, Youth and Family Services Act
- Excellent facilitation, presentation, oral communication and listening skills to conduct consultations, focus groups, webinars
- Results-oriented with strong managerial skills including experience in program management, financial management and human resources management with an understanding of government accountability principles and agreements
- Innovative thinker with the ability to promote continuous improvement and to lead and influence change
- An open and collaborative leadership style that promotes partnerships and builds trust
- Exceptional interpersonal, collaboration and relationship management skills to interact effectively as a team member as well as build and nurture effective working relationships with member agencies, colleagues in other jurisdictions, partners and stakeholders
- Well-developed conceptual and analytical skills and political acuity to assess complex issues and implement or recommend effective strategies and solutions
- Excellent, demonstrated communication skills to write clear, concise documents such as letters, reports, business cases and other documents in response to information requests.
- Demonstrated critical and analytical thinking ability to work strategically and creatively in preparing business cases and proposals and to develop and implement strategies (both short and long term) for the department
- Strong negotiation skills and ability to foster cooperation, build consensus, gain support and influence decision making and outcomes
- Strong contract management skills to develop, monitor and report on ministry contracts
- Project management and problem-solving skills to provide direction and oversight for multiple projects and contracts with vendors
- Demonstrated ability to manage competing demands and tight timelines
- Proficiency in the full suite of Microsoft Office products

Assets:

- Master of Social Work degree
- Proficiency in a secondary language

APPLY ONLINE at <https://jobs-oacas.icims.com/jobs/intro> by **Friday, July 10, 2020 at 5:00pm.** **Late applications *will not* be accepted.** For all internal applicants, please submit your application to the attention of **Human Resources** at achiu@oacas.org. *We thank all candidates for their interest; however only those considered for an interview will be contacted.*

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

Accommodation at OACAS

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 are required to make any accommodation requests regarding the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-9853. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.