



The Children's Aid Society of Ottawa | La Société de l'aide à l'enfance d'Ottawa

## **MANAGER, SERVICES – EQUITY, DIVERSITY AND INCLUSION (EDI) FOCUS** (PERMANENT, FULL TIME OPPORTUNITY - 35 HOURS/ WEEK)

*The Children's Aid Society (CAS) of Ottawa is committed to protecting the children and youth of our community from abuse and neglect. We work in collaboration with community partners to ensure their well-being and to strengthen the capacity of families and the communities in which they live*

We are currently searching for a dynamic and committed individual to fulfill the role of **Manager, Services – Equity, Diversity and Inclusion (EDI) focus**.

### **RESPONSIBILITIES:**

Reporting to the Director of Service, this position is responsible for positioning the Children's Aid Society of Ottawa (CAS-O) as a leader in delivering anti-oppressive and equity informed services to CAS-O clients, and promoting CAS-O's commitment to equity informed approaches to child welfare services provided to the community.

The Manager, Services - EDI will participate in the Senior Leadership Team by bringing a strong clinical background coupled with a business-oriented approach to managing financial resources. The incumbent will work co-operatively across service areas to ensure the best services are available for children, youth and families, and provides direct support to all aspects of the Society's work. Operational planning and acting as a liaison with external stakeholders and community groups are important additional responsibilities.

### **In this capacity, the Manager's responsibilities will include:**

- As a member of the senior leadership team, developing, implementing and monitoring a comprehensive equity, diversity and anti-oppression strategy that supports the Agency's mission, vision and values.
- Monitoring, reviewing and projecting service requirements and developing effective implementation plans.
- Leading change initiatives for integrating equity and anti-oppressive practices, ensuring Agency alignment with anti-oppressive goals/ objectives
- Coaching and leading a team of Supervisors responsible for various functions within the spectrum of service delivery.
- Ensuring all services are provided within financial allocations.
- Ensuring all services are provided within the context of the Child, Youth and Family Services Act, Society policies and procedures, and Ministry standards.
- Facilitating the development of internal capacity for prevention and resolution of equity and anti-oppression related conflicts by working with fellow management to resolve these issues.
- Participating as required in CPRCs, Permanency Planning and Safety Planning meetings.
- Participating or chairing the Agency's various equity committees and resource groups to ensure their effective functioning and contribution to the Agency's anti-oppression and diversity objectives.
- Participating in the On-Call Director/Manager rotation.

### **QUALIFICATIONS & SKILLS:**

- M.S.W. or equivalent Graduate degree in related field such as Human Resources or EDI studies (Completed Graduate degree preferred, however candidates who are currently enrolled will be considered)
- 5 years' experience in a managerial position within a Child Welfare setting.
- Experience managing a service delivery program.
- Knowledge of the Child, Youth and Family Services Act (CYFSA) and Ministry standards is essential.
- Excellent leadership, planning, organizational and communication skills are required.
- Demonstrated knowledge and understanding of the culture, history and current oppressions experienced by people related to gender identity, gender expression and sexual orientation and then faced within the 2SLGBTQIA+ communities.
- Demonstrated knowledge and understanding of the culture, history and current oppressions experienced by Indigenous peoples and racialized communities.
- Applies anti-racist, anti-ableist, anti-indigenous racism and anti-2SLGBTQIA+ lenses to social problems.
- Strong interpersonal, conflict resolution and creative problem-solving skills.

**Salary:** \$94,079 to \$121,584 commensurate with skills and/or experience.

We offer a comprehensive benefits package and generous leave provisions such as 4 weeks of vacation after 6 months. Our modern workplace has excellent physical amenities including a fully equipped gym, free parking and a cafeteria. All successful candidates will benefit from a comprehensive orientation, innovative training programs, quality supervision and recognition of contributions.

If you are interested in this job opportunity, please apply on-line on our website at [www.casott.on.ca](http://www.casott.on.ca) **before 11:59 p.m., on Sunday, October 18, 2020.**

*We thank all applicants for their interest in the Children's Aid Society of Ottawa  
however we will only contact those selected for an interview.*

*CASO is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code.*

*The Children's Aid Society of Ottawa is dedicated to building a workforce that reflects the diversity of the community in which we live in and serve. The Society encourages applications from all qualified individuals.*