

Service Manager(s)

Full-Time Permanent positions – starting Barrie Protection

In search of candidates who are Black/of African descent

The Agency

We are a Child Welfare and Child & Youth Mental Health agency committed to service excellence, teamwork and participation in decision-making. We respect and value diversity and operate from an anti-oppression framework. Located in the prime recreational area of Simcoe County and the District of Muskoka, we provide the opportunity to combine a career with a lifestyle of your choice.

As noted, the current posting is in search of candidates who are Black/of African descent. If you are of the aforementioned identity, and feel comfortable making it known, please feel free to do so with the knowledge it will be kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer. Accommodation will be provided in accordance with the Ontario Human Rights Code throughout the recruitment process.

Simcoe Muskoka Family Connexions (SMFC) strives to be a reflection of the diverse communities it serves. As a result, we encourage applications from traditionally underrepresented communities such as people living with a disability, racialized people, Indigenous peoples, people of different faiths and people from diverse gender, gender expression and 2SLGBTQ2SIA+ identities. If you are of the aforementioned identities, and feel comfortable making it known, please feel free to do so with the knowledge it will be kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer. Accommodation will be provided in accordance with the Ontario Human Rights Code throughout the recruitment process.

The Job

Reporting to a Senior Service Leader, the incumbent will be responsible for managing the service programs and staff. Responsibilities will include: providing case management consultation and direction to case workers consistent with Agency and government policy and standards, carrying out human resource responsibilities (e.g. hiring, training, evaluating, coaching, performance counselling), project and service plan development and implementation, budget management responsibilities, community liaison activities, participating as a member of the agency's management team in other agency initiatives as may be assigned and other duties as assigned by the Senior Service Lead. This is a non-unionized position.

Qualifications

- A Master of Social Work/Bachelor of Social Work and/or registration with the OCSWSSW as a Social Worker is preferred. We will consider a related degree with demonstrated intent to obtain a BSW/MSW.
- 2 years of Child Welfare management experience is preferred.
- Minimum of 5+ years child welfare experience.
- Sound knowledge of the total operation of a child welfare organization, with a thorough understanding of protection and children in care issues.
- Working understanding of anti-Black racism and its impact on families receiving child welfare services.
- Demonstrated skills, experience and theoretical knowledge related to the management of people and other resources.
- Excellent administrative, decision-making, and problem-solving skills.
- Highly developed leadership, communication, and mediation skills.
- A demonstrated ability to create and sustain informal and formal networks.

All Simcoe Muskoka Family Connexions offices are scent free

- Demonstrated skills in coaching and motivating individuals.
- A thorough understanding of anti-oppression values and principles.
- Valid driver's license and access to a vehicle is required.
- Bilingualism (French/English) is a highly desired asset.

Compensation The salary range is \$77,583 to \$105,864 commensurate with experience, with a generous benefits package, vacation and leave provisions.

Applications by: **April 15, 2021**

Please apply to: **Internal Candidates:** [Login ADP>Myself>Talent>Career Center](#)
External Candidates: [Black Service Manager permanent \(0421\)](#)

We thank all applicants, however only those under consideration will be contacted.

Accommodation at Simcoe Muskoka Family Connexions

Our organization is an equal opportunity employer. We provide equal employment opportunities (EEO) and we welcome candidates from all abilities and backgrounds. 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 need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 705.726.6587 x 2252. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.