

Senior Service Lead

Full-time Permanent – Resources & Child In Care Service Areas

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 a prime recreational area about one hour north of Toronto, we provide the opportunity to combine the career and 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.

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 racialized people, Indigenous peoples, people living with a disability, 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 Director of Service, the incumbent will be responsible to ensure the training, development, coaching and information transfer to managers to enable them to effectively and efficiently plan, organize, and manage the activities of the service units within the Society in accordance with Agency values, policies and procedures, Ministry standards and guidelines and relevant legislation. Other responsibilities will include: organizational development through participation in operational planning, assessing and improving service delivery systems, leading projects and the participation in creating, maintaining and implementation of organizational policies and procedures. This is a non-unionized position.

Qualifications

- Bachelor or Masters Degree in Social work and/or registration with the College of Social Workers and Social Service Workers combined with at least 5 years of Child Welfare management experience.
- Will be responsible for the following service teams; Child in Care, Kinship, Adoption, Resource staff and therefore have corresponding experience in at least one or more of these service areas within child welfare.
- Sound knowledge of organizational behaviour and development as well as project management knowledge and experience.
- Sound knowledge of the impact and risk of social issues in child welfare and understanding of current relevant theories and best practices.
- Sound knowledge of leadership and management theories, principles and best practices.

All Simcoe Muskoka Family Connexions offices are scent free

- Excellent interpersonal skills including the ability to work cooperatively and collaboratively with internal and external resources and mediate conflict.
- Excellent listening, verbal and written communication skills.
- Strong time management skills & ability to work effectively under the pressure of tight timelines, competing priorities and emergent issues.
- Demonstrated skills in coaching and motivating individuals.
- A thorough understanding of equity values and principles.
- Valid driver's license and access to a vehicle is required. Some overnight travel is required.
- Bilingualism (English/French) is a highly desired asset.

Compensation The salary range is \$97,400 to \$132,498 commensurate with experience, with a generous benefits package, vacation and leave provisions.

Applications by: **May 21, 2021**

Please apply to: **Internal: Login to [WorkforceNow>Myself>Talent>Career Center>Black SSL Res CIC \(0521\)](#)**
External: [Black Senior Service Lead – Resources CIC \(0521\)](#)

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.