



## KINA Gbezhgomi Child and Family Services Employment Opportunity - Sudbury Location

Posted 13JUL21

Kina Gbezhgomi Child and Family Services (KGCFS) is a designated Child Welfare Service delivering Child Protection Services within seven member First Nations in the Districts of Sudbury and Manitoulin. KGCFS honours and supports our families' and community's inherent authority to care for their children based on unity, traditions, values, beliefs and customs.

### **SERVICE MANAGER** **(1) FULL TIME- PERMANENT POSITION** **LOCATION: SUDBURY**

**Salary Range \$90,439 - \$111, 228**

#### **OVERVIEW:**

Reporting to the Executive Director, the Senior Manager is responsible for the provision of mandates services to children and families within his/her service area in accordance with the Child, Youth and Family Services Act and other pertinent legislation, Ministry standards and guidelines and KGCFS policies, directives and procedures, as well as the agency protocols with member First Nations and community based agencies.

The Senior Manager is responsible for a multidisciplinary team and ensures the delivery of excellent service in the day-to-day operations of all activities within the assigned service area through their reporting relationships with the Service Supervisors. The Manager will provide leadership to service staff through the management of team Service Supervisors. The Manager will also have responsibility for development of particular agency wide initiatives and practices as assigned.

#### **QUALIFICATIONS:**

##### **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.
- Management and 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.

##### **Knowledge, Skills and Abilities**

- Knowledge of human resources management principles, and supervisory/team leadership skills.
- Knowledge of harassment/discrimination policies, human rights legislation and principles, and related KGCFS human resource management policies and procedures.
- Demonstrated organizational, research, analytical, mediation and interpersonal skills.
- Good computer skills, including Microsoft Office Suite and adaptability to new systems.
- Excellent oral and written communication skills, including demonstrated capacity to manage and resolve conflict, seek solutions to identified challenges and initiate proactive measures to enhance the culture of the organization.
- Accepted accountability to ensure supervisors meet their responsibility to produce excellent results in their service area.
- A solid working knowledge of the Child, Youth and Family Services Act and other pertinent legislation, Ministry standards and guidelines, and KGCFS policies, directives and procedures.
- Excellent clinical knowledge of social work theories, principles and practices, focusing on areas of wholistic practice, inclusivity, permanency, client engagement, client-centered, strength-based practice and family functioning.
- Demonstrated application of evidence informed practice.
- A good knowledge of community services within the KGCFS catchment area and surrounding areas to coordinate referrals and the provision of service.
- Excellent interpersonal skills to liaise with First Nations Designated Persons and community representatives, community professionals and other KGCFS staff.
- Ability to provide an acceptable CPIC with VSS.

### **DEADLINE: THIS POSITION IS OPEN UNTIL FILLED**

**Applicants are encouraged to visit our website at [www.kgcfs.org/employment](http://www.kgcfs.org/employment) to review the job description.**  
KGCFS offers competitive wages, a generous benefit package and OMERS pension plan.

Please submit your application marked "**Confidential – Service Manager**". Include in your application a **cover letter, resume, and (3) three reference letters - two (2) employment related from recent employers.**  
Please also detail in your application: education, employment experience, and cultural participation.  
Applications are accepted and in the following order of preference: by email, fax or in person, at

Human Resources – Confidential  
SERVICE MANAGER  
Kina Gbezhgomi Child and Family Services  
Main Office - 98 Pottawatomi Avenue,  
Wikwemikong, Ontario P0P 2J0  
Fax: (705) 859-2195  
Email: [hr@kgcfs.org](mailto:hr@kgcfs.org)

**KGCFS services is based on a highly specialized approach to the delivery of child welfare in our area. Preference will be given to Anishinaabe Candidates (please self-identify).**

Miigwetch for your application, however, only those candidates selected for an interview will be contacted.  
As a condition of employment, the successful candidate will be required to submit the following: a satisfactory Criminal Reference Check (within 3 months of application date), Vulnerable Sector Check and Driver's Abstract.