



Job Posting #	2021-15
Title:	Program Analyst, One Vision One Voice (OVOV)
Classification:	Professional
Employment Duration:	Permanent, Full-time
Salary Range:	\$80,286 - \$100,396
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.

Reporting to the One Vision One Voice (OVOV) Program Manager, the Program Analyst – One Vision One Voice (OVOV) is a key member of the OVOV team, working closely with the OVOV Program Manager in implementing a change management process to address systemic-structural change for services and supports to African Canadian children, youth and families. This position is responsible for the creation of data collection methods which are in alignment with all OACAS data work; supports the strategic implementation of initiatives as required by the One Vision One Voice provincial program; tracks the One Vision One Voice program deliverables and requirements as set out within the Ministry contract; and writes and presents a broad range of materials and reports to support the completion of project contract obligations. This position will provide expert skills in the implementation of equity and anti-Black racism strategies within the child welfare sector and engages and works across OACAS departments, within a co-operative and accountable environment to ensure alignment with all OACAS projects and initiatives.

In order to address the unique needs and concerns of Black children, youth and families, individuals who self-identify as African, Black or Caribbean persons (e.g., African and African descended people from the Caribbean, North America, Europe, Latin America) are encouraged to apply for this role.

Duties and Responsibilities:

- In collaboration with the One Vision One Voice Team, develop a project management tool and template to support local CASs in their practice framework implementation
- Executes the strategy to implement African Canadian Service Frameworks in Child Welfare agencies across the province, including the 11 Race Equity Practices, African Canadian Service Delivery Model, Aunties & Uncles Program and African Canadian Leadership Mentoring Program
- Supports member agencies and other stakeholders by working closely with the OVOV team to provide expert advice and guidance; develop information materials; respond to inquiries; deliver webinars or other information/training sessions and liaising with networks and committees
- Tracks interactions with agencies and stakeholder groups to facilitate reporting and accountability
- Track agency progress on the implementation of the African Canadian Service Frameworks

- Facilitates events with youth, Child Welfare staff and leaders, leaders from other sectors and partner organizations focused on the African Canadian community in Ontario
- Prepares provincial reports, presentations of findings and recommendations by using different formats (written, graphs, pictures, info graphics) targeted to specific target audiences for dissemination to the field and the public
- Creates surveys to gather quantitative and qualitative data from event participants and stakeholders
- Facilitates consultations with member agencies, partners and stakeholders; obtains input and feedback; promotes understanding and cooperation; builds consensus
- Contributes to the development of an evaluation framework for measuring the effectiveness of the OVOV Program and Frameworks, including a collection of data, analysis, reporting and recommendations of continuous improvement projects in order to support the child welfare sector and the African Canadian communities in Ontario
- Analyzes and synthesizes data related to diversity, equity, inclusion and anti-Black racism, and information to determine its significance, impact and relevance to the Ontario child welfare sector, and recommends how and to whom it should be communicated
- Writes and/or contributes to reports, issue notes, position papers, submissions, training materials and other documents
- Prepares and delivers presentations to networks, project teams, Ministry representatives, individual member agencies and other stakeholders as required
- Supports the critical review of existing child welfare practice frameworks and tools (i.e. child protection standards, child in care standards, the eligibility spectrum, risk and safety assessment tools, Signs of Safety, Trauma-Informed practice) using an anti-Black racism lens and makes recommendations for better practice and alignment with the 11 Race Equity Practices
- Performs other duties as assigned

Education and Experience

- Post-secondary education in Social Work, Economics, Public Policy, Statistics, or a related field
- Minimum of 5 years demonstrated progressive experience in managing an equity, diversity and inclusion initiative, preferably in the child welfare or social services sector;
- Minimum of 2 years of experience in data gathering and analysis; OR
- Equivalent combination of education and experience to successfully perform the essential duties of the job

Knowledge and Skills:

- Excellent knowledge of the child welfare service delivery context and service provision to African Canadian children, youth, and families
- Demonstrated understanding and experience engaging in issues of diversity, equity, inclusion, anti-oppression and anti-Black racism impacting the African Canadian communities at the local, provincial and national levels within institutions
- Strong knowledge and experience in applying equitable organizational change management theory and practice
- Strong knowledge, understanding and experience working within an equity and anti-oppressive, anti-racism and anti-Black racism practice framework
- Excellent knowledge of and experience in designing and administering assessment tools and methodologies
- Excellent knowledge of public policy development processes and Ontario child welfare legislation, policies, standards, programs, tools and processes

- Strong ability to comprehend and provide advice on policies, program frameworks, guidelines and legislation
- Knowledge of statistics and experience using statistical packages for analyzing data sets (e.g. Excel, SPSS, SAS, etc.)
- Experience creating surveys that successfully elicit data that can be used to illustrate program effectiveness
- Excellent, demonstrated written communication skills to write clear, concise documents such as reports, consultation papers, issue notes and responses to information requests
- Excellent, demonstrated oral communication and presentation skills to facilitate, present, conduct consultations, focus groups, webinars, training and development Strong knowledge, understanding and experience working with diverse and marginalized communities, including knowledge of intersectional theory and practices
- Knowledge of research methodologies, tools and technologies to manage research projects and ability to identify and evaluate source and reliability of information
- Ability to collect, analyze and synthesize both quantitative and qualitative information from a variety of sources, including research and scientific data, literature reviews, trends analyses, program information, surveys, operational data, key advisors and stakeholders
- Excellent analytical skills and judgment to interpret and assess information, determine significance and relevance, identify implications, and recommend how, to whom and in what format it should be distributed
- Strong interpersonal, collaboration, teamwork and relationship management skills to interact effectively and build and nurture effective working relationships with internal colleagues, member agencies, colleagues in other jurisdictions, partners and stakeholders
- Proficiency in full suite of Microsoft Office products
- Flexibility with the ability to adapt to a rapidly changing environment

Assets:

- Bilingual English/French
- Knowledge of Indigenous Reconciliation for Child Welfare

Requirements:

APPLY ONLINE at <https://jobs-oacas.icims.com/jobs/intro> by 5:00 p.m. on Friday, July 30, 2021. **Please attach a cover letter and resume in one file.**

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 for the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-7725. 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.