



***Peel Children's Aid is a progressive child welfare agency serving children and their families throughout the diverse communities of the region of Peel.***

At Peel CAS, our mission is to protect children and strengthen families & communities through partnership. We are currently seeking the following professional to join our team:

## **Team Leader, Family Connections (Adoption & Recruitment)** **(Regular Complement)**

### **SUMMARY OF DUTIES & RESPONSIBILITIES**

Under the guidance of the Permanency Service Manager, the Family Connections Team Lead(Adoption/Caregiver Assessment/Recruitment), will coordinate and support all services related to the day-to-day operations of the Family Connection Workers (Adoption/Caregiver Assessment/Recruitment). The team lead will provide planning, resource management and leadership to ensure that all operations are in accordance with the Child and Youth Family Services Act, recognized professional and Ministry standards as well as all agency policy and procedures.

### **PRINCIPLE RESPONSIBILITIES**

This position oversees a flexible resource system that promotes the ability, to support healthy connections for all children placed in family based care (adoption, foster, kinship, customary care and legal custody). This position is responsible for foster/adoption recruitment, managing the subsidy budget, assigning and approving all SAFE homestudies, overseeing PRIDE preservice, conducting adoption/permanency conferences, overseeing placements, attending regional resource managers meetings, representing the agency at all adoption zone meetings, liaison with the legal department and approval of all supporting documents.

#### **Teamwork**

- Works collaboratively with all levels of the organization to bring about creative, innovative solutions for better outcomes for the clients we serve.
- Shared responsibility with other departments to carry out the agency's mission vision and values
- Establishes and maintains effective partnerships with internal and external stakeholders i.e. team leads, foster/adoptive caregivers, volunteers, numerous community and professional agencies to ensure the most effective services are provided

#### **Diversity/Equity/Inclusion**

- Focus on encompassing the various characteristics that make one individual or group different from another, fair treatment for all and supporting and sustaining an environment that respects, values and supports one another

#### **Leadership**

- Exemplifies and inspires behaviours and actions that mirror the mission, vision values of Peel CAS
- Leads through change, with a strength based focus of the child at the center of all decisions
- Promotes and encourages innovation and successful integration of activities across the agency to attain better outcomes for children and youth



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#### **Case and Program Delivery**

- Assigns and consults on individual permanency planning cases
- Advises, monitors and mentors workers in all aspects of planning, organizing and delivering services
- Monitors and reviews all case files ensuring timely completion of casework, documents and reports in accordance with all standards, policy and legislative requirements
- Distributes the various tasks of the team evenly to highlight individual skillset, increase successful outcomes for children and promote collaboration
- Liaison with Ministry to ensure all standards are in compliance
- Consults with Permanency Service Manager for direction in serious/contentious cases
- Consults with Legal Department on all permanency related cases

#### **JOB SPECIFICATIONS/COMPETENCIES**

1. Strong Leadership skills including modelling and promoting the mission, vision values of the agency
2. Experience with design and implementation of program evaluation.
3. Presents examples and/or suggestions on how to improve services to clients
4. Leads by example, ensuring actions are implemented and goals are achieved.
5. Ability to negotiate and manage partnerships with external organizations
6. Ability to coach and mentor staff to help them become a high performing team.
7. To lead and support the agency's commitment to operate from a diversity, equity and inclusion framework
8. Ability to work collaboratively with all levels of management and staff on a wide variety of issues and problems
9. Ability to oversee the budgetary process, justifying a budget and operating budget under organizational procedures
10. Looks beyond the immediate environment for opportunities for improvement and enhancements
11. Attend various Committee meetings
12. Attend/support agency special events as appropriate.

#### **QUALIFICATIONS**

- Masters of Social Work degree from a recognized University with a minimum of 3 years of Child Welfare Experience or Bachelor of Social Work Degree along with 5 years of Child Welfare experience
- Minimum of 1 year in a Team Lead Role
- Family Finding Experience
- Committed to Diversity Equity and Inclusion Practice.
- Evidence of the Implementation of SOS in a Leadership Role
- Ability to deal with highly sensitive and personal information in a confidential manner
- Skilled in training and facilitation



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- Skills in program and service planning and development, including budget and operations.
- Ability to integrate service relationships vertically and horizontally;
- Advanced understanding and commitment to quality service and best practice
- Solid knowledge of legislation governing child welfare including the Child Youth and Family Services Act and its regulations, Ministry Standards, and Adoption Regulations.

**SALARY RANGE:** \$89,282 - \$110,480

If you care deeply about the welfare of children and want to work in a dynamic and challenging environment, we'd like to hear from you.

**Please submit your cover letter and resume by visiting the 'Working with Us' section on our website by **October 8, 2021.****  
[www.peelcas.org](http://www.peelcas.org)

We thank all candidates for their interest however only those considered for an interview will be contacted.

*Peel Children's Aid Society is committed to diversity in the workplace and is an Equal Opportunity Employer. Should you require accommodation during the recruitment and selection process, please inform human resources so that we can ensure your equal participation in this process.*

Please visit our website at [www.peelcas.org](http://www.peelcas.org)