



September 17, 2021

At Durham Children's Aid Society, our vision is building hope and opportunities with children, youth and families. Our mission is to work with families and communities on the safety, stability and wellbeing of children and youth. We are committed to anti-oppressive practice in which we challenge the impacts of power and privilege, eliminate barriers, and are inclusive of the broad range of diversity in our community. We are recruiting as follows:

Manager Communications
\$92,003 - \$120,898 annual salary
Reporting to the Director of Diversity, Equity and Communications

There is a permanent full-time Manager, Communications position available at our Oshawa office. The start date will be determined in consultation with the immediate supervisor.

The Manager of Communications is an expert communicator and supports the Society in developing and implementing communications planning to further the strategic vision, mission, and values of the organization. This position is responsible for managing all communications plan activities and building external relationships with the organization's constituencies, including funders and the media, and also serves as the lead resource specialist on all communications issues and public relations. The Manager of Communications integrates progressive and often proprietary research, reports and other data analytics to promote positive public understanding and support for the Society.

Reporting to the Director of Diversity, Equity and Communications, the Manager of Communications will set the strategy for all communications, including public relations messages and a variety of organizational initiatives to consistently articulate Durham Children's Aid Society vision, mission and core values.

Vision and Strategy: Shapes a compelling vision and strategy. Frames the strategic plan and priorities to achieve desired outcomes. Connects vision and strategy to daily practice.

System and Community Leadership: Leads and initiates both local and system wide strategies. Builds and sustains networks, alliances and relationships with community partners, system resources and the community to coordinate seamless outcomes.

Strategic Change and Adaptability: Leads transformative change and promotes innovation. Proactively implements strategic change to meet the needs of the community. Adapts to change and demonstrates resilience.

Accountability and Results: Establishes a results-driven culture and a framework for accountability. Builds capability to turn strategy into results. Sets measurable goals and performance indicators. Coaches and provides feedback to achieve results.

Equitable Outcomes and Practices: Builds a collective equity vision. Leads strategies, develops policies and implements actions to create an equitable workplace and service delivery climate.

People Management and Development:

Creates an equitable, safe and healthy workplace. Builds a workforce and management that represents the community. Develops skills, competencies and leaders for the future. Creates a learning-focused and inclusive culture.

Engagement: Creates a culture of engagement, knowledge sharing and collaboration. Promotes two-way communication and consultation. Incorporates diverse views and opinions into decision making. Builds morale within the organization.

Leadership Character and Authenticity: Reinforces high-standards of professionalism, integrity and ethics. Shapes a result-focused culture founded on equity, respect and compassion. Fosters the values and principles of the organization.

Service and Operational Excellence: Creates a culture within the organization, community and system that builds commitment to continuous improvement and service excellence. Effectively manages resources and delivers service to achieve quality outcomes.

MINIMUM QUALIFICATIONS:

Educational Requirements: Post secondary degree or diploma in Journalism, Communications, Public Relations.

Experience: A minimum of five years' work experience related to strategic communications development and implementation, and experience in a supervisory role.

Or: A combination of education and/or experience deemed equivalent and appropriate to carry out the job duties.

Other: Experience working within child welfare, social services, or similar non-profit is considered an asset. Strong knowledge and understanding of anti-racism, anti-Black racism, anti-Indigenous racism, systemic oppression and history and legacy of colonization on racialized and historically excluded communities and commitment to diversity, equity, and inclusion. Technical knowledge including presentation software and/or other multimedia software including Microsoft office suit. Experience with Adobe Illustrator, Photoshop and InDesign are an asset. Business hours with ability to work evenings/weekends when required. Bilingualism in French an asset.

Please apply in writing including a current resume, to Human Resources, by September 24, 2021 quoting competition CAS#68/21. Direct emails to applyhere@durhamcas.ca

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.