



***Peel Children's Aid Society 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, Diversity & Community Engagement**

### **(Regular Complement)**

#### **ROLE:**

Reporting to the Director of Diversity, Equity & Inclusion and Community Engagement (DEI), the Diversity & Community Engagement Team Leader will assist the organization to grow the overall management and development of the Community Engagement and Community Education portfolio at Peel Children's Aid, as well as operationalizing the Peel CAS community engagement strategy. This includes supporting the organization in building strong community partnerships and neighborhood strategies by increasing the communities understanding of our organizational vision, programs and services and supporting capacity building initiatives of various Peel communities through an equity lens.

Working in partnership with the Director of DEI and the DEI Manager, the Diversity & Community Engagement Team Leader will act as a champion and be responsible for key areas of operation such as research informed practice, project management, team building, and strategic engagement. As Team Leader you will apply research methodologies to engage the community and work collaboratively with internal and external stakeholders to collect/analyze data to inform engagement work and research. Responsibility for project management includes defining project scope, goals, and deliverables that support the department's vision and strategic plan; engaging in collaborative work; and evaluating project process deliverables and outcomes through data performance indicators. This role supports strategies of engaging ethno-specific, faith-based, and mainstream communities and partners in Peel Region and ensures that the department's service delivery and processes adhere to Peel CAS' DEI vision, while considering systemic oppression, anti-Black Racism and Truth and Reconciliation within the child welfare redesign framework. As Team Leader, you will provide leadership, management and support the Community Education program, while also coaching, mentoring, and training the Community Engagement team.

The Team Leader works in collaboration with Strategic Data Intelligence to develop a range of evaluation methods from planning through implementation in reducing number of referrals from teachers, child care providers, healthcare professionals and law enforcement officers to addressing disproportionality within the child welfare reporting system.



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#### **PRINCIPLE RESPONSIBILITIES:**

##### **Research Informed Practice:**

- Apply research methodologies to engage in community work and to track and evaluate project process deliverables and outcomes.
- Utilizing promising practices to reducing number of referrals from teachers, child care providers, healthcare professionals and law enforcement officers to address disproportionality within the child welfare reporting system.
- Working collaboratively with internal and external stakeholders to collect, systematize and analyze data to inform engagement work and research
- Work collaboratively with internal partners to create systems to for data management

##### **Project Management:**

- Define project scope, goals, and deliverables that support department's vision and strategic plan for community engagement in collaboration with Service Director , team members and stakeholder
- Responsible for the planning coordination and execution of activities that will engage key stakeholders
- Collaborative work with internal departments to develop a communications plan and implementation
- Ability to have a strong clear vision and communicate why a project is important to both the organization and the people who will be impacted by it
- Working with multi-stakeholder groups building consensus on a preferred approach and developing a work plan that will allow implementation
- Ability to involve a wide array of people in a collaborative process and consults routinely with project team and other project stakeholders – engaging in consultative decision making approach
- Develop and deliver progress reports, proposals, supporting documents and presentations
- Support Senior Director in strategic oversight of DEI projects
- Ability to analyze complex information, understand issues, formulate strategies and responses
- Strategic thinking, innovative, and creative approach to community engagement

##### **Team Building and Strategic Engagement**

1. Support strategies of engaging ethno-specific communities and partners in the Peel Region
2. Ensure that departments service delivery and processes adhere to Peel CAS
3. Commitment to operationalizing agency and departments values and vision
4. Provide direction, management and support of Community Education program
5. Participate in the development and review of Peel CAS community education curriculum by conducting needs assessments and research to adapt curriculum to community audiences.



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6. Prepare and manage community education budget and community engagement budget
7. Working internal stakeholders to develop strategies and messages that are in accordance with the agencies messages, mission, vision, values and anti-oppressive practice
8. Support, coach, mentor and train staff and volunteers in community education delivery
9. Support frontline Community Engagement colleagues and students
10. Chair / facilitate internal and external community committee meetings
11. Works in a safe manner in accordance with the Agency's health and safety policies and procedures and all relevant legislation
12. Carries out other duties as assigned

#### **JOB SPECIFICATION/ COMPETENCIES:**

- Previous management experience and related experience in the field are required.
- Strong conceptual, critical analysis skills and problem solving skills.
- Exceptional written and spoken communication skills.
- Effective educational / training and facilitation skills.
- Excellent administrative and computer skills.
- Strong Commitment to DEI, advocacy and social change.
- Good leadership, coaching and mentoring skills.
- Proficient skills in qualitative and quantitative research and analysis.
- Strong project management skills.
- Develop and deliver project reports, presentations and communication strategies that support key initiatives and convey program changes to diverse stakeholders.
- Excellent people engagement and people management skills.
- The ability to speak multiple languages is an asset.
- Proven ability to network with community resources, build relationships and create community partnerships.
- Willingness to work flexible hours, including evenings and weekends as required.
- Ability to meet deadlines in a timely and efficient manner.
- Ability to adjust to the ever-changing needs of the organization and multi-task efficiently.
- Ability to manage a diverse staff and
- Commitment to related personal and professional development.
- Proficiency in the French language is considered an asset.



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**QUALIFICATIONS:**

- Masters in Social Work or Bachelors in Social Work or relevant discipline.  
5 Years of work experience in a mid to large social services organization
- Experience managing or leading teams, programs/strategies

**HOURS OF WORK:**

- 9am-5pm, Monday to Friday
- Working hours may vary and applicants must be flexible to work outside of standard office hours

**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 February 4, 2022**

[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 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.*

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