
Title:	First Nation, Inuit, Métis (FNIM) Consultant
Employment Type:	Independent Contractor
Employment Duration:	As Required
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.

Job Overview

This is an exciting opportunity to work in an environment where you will contribute to OACAS's public outreach, engagement and education efforts as part of their commitment to advancing reconciliation with First Nation, Inuit and Métis communities and peoples. The First Nation, Inuit and Métis (FNIM) Consultant will be responsible for the development of cultural resources, strategies and knowledge to provide advice and support to OACAS and to the Indigenous communities in the care of their children and youth.

Key Accountabilities/ Service Deliverables:

Relationship building:

- Form and nurture mutually beneficial relationships with Indigenous Communities including ANCFSAO, First Nation, Inuit and Métis, in developing an identity-based strategy to enhance identification of Indigenous children, youth and families in the Ontario child welfare sector.
- Coordinate and bring together the Indigenous Zone Champions to ensure OACAS has a forum to facilitate mutual support, to guide and inform government initiatives, policy and legislation, as well as to advocate for the necessary resources to better serve Indigenous children, youth and families.

Executive Specialized Support:

- Advise the CEO and senior leadership team on Indigenous best practices, emerging trends and issues to support strategic decision-making processes.
- Report and provide expert interpretation and advice on government initiatives, policy and legislations as it relates to the Indigenous communities and support Children Aid Societies' in that same understanding and learning as well.

Timely and effective project and operations support:

- Provide support in the work of the Truth and Reconciliation Action Plan strategy and commitments as well as the Indigenous framework of devolution of services from mainstream agencies to well-being Indigenous child welfare agencies.
- Works collaboratively with OACAS colleagues to provide knowledge and expertise on Indigenous initiatives and provide input to OACAS projects, organizational structure, initiatives, consultations, advocacy strategies and education programs through an "Indigenous lens".
- Work with the OACAS Events staff to organize and support Indigenous events.

Risk identification and mitigation:

- Advise on community risks associated with projects, directions, and corporate decisions and/or major critical issues response.

Measure success:

- Establish metrics to measure effectiveness of indigenous engagement and community initiatives.

Qualifications:*Education and Experience:*

- Post-secondary degree in Social Services, Native Studies or related field or equivalent experience.
- Minimum of 10 years' progressive experience working with/ or within Indigenous organizations and communities in the child welfare sector.

Knowledge and Skills:

- **Authentic Engager:** you bring a track record of respectful and authentic Indigenous community engagement and dialogue which has led to long-term mutually beneficial relationships. You have knowledge of the Ontario child welfare legislation and service delivery structure and an understanding of current and historical issues and directions for Indigenous child welfare.
- **Strong Communicator:** you have demonstrated experience and effectiveness in both oral and written communication, including facilitation to groups, presentations, oral communication and listening skills to conduct consultations, focus groups and webinars. Excellent written communication skills to write clear, concise documents such as reports, consultation papers, briefing notes, and responses to information requests.
- **Strategic Thinker:** you have a demonstrated ability to deliver advice and strategies that align with corporate and project strategies and the capability to provide advice to the executive team. You bring enterprise perspective and experience ensuring practices, divisional strategies and tactics align with organizational culture, plans and priorities and maintain a holistic and informed perspective.
- **Creative Mindset:** able to develop unique and creative solutions and interpretations to problem-solving. Able to provide expert assistance, advice and guidance to member agencies. Excellent analytical skills and judgment to interpret and assess information, determine significance and relevance, identify risk and implications, and recommend how, to whom and in what format it should be distributed.
- **Collaborative Influencer:** you have exceptional interpersonal, collaboration and relationship management skills to interact effectively as a team member, as well as build and nurture effective working relationships with member agencies, colleagues in other jurisdictions, Indigenous communities, First Nations and Métis organizations, partners and stakeholders.
- **A Self-Starter:** you take initiative to creatively identify and execute Indigenous relations opportunities, respond quickly to issues, and recommend effective solutions.
- **A Team Player:** you view your role as helping and enabling organizational success, as much as securing support for their own.
- **Computer Literacy:** proficiency in full suite of Microsoft Office products

Please express your interest by emailing hr@oacas.org.

We thank all candidates for their interest; however only those considered 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. Consultants are required to make any accommodation requests for the known in advance by contacting the Human Resources Department at 416 987-7725.