



## Employment Opportunity

# WE-CAS M-23-04

Salary \*\$107,551 - \$130,366 (MGT Payband \*8)

\*Salary Under Review

Permanent

Windsor Office

Internal & External

### Director of Service, Family Services Department

The Windsor-Essex Children's Aid Society was established as a not-for-profit charitable organization, mandated under the *Child, Youth and Family Services Act* of Ontario, focusing on the well-being and protection of children.

The Windsor-Essex Children's Aid Society acknowledges the legacy of colonialization in child welfare, which has led to the continued overrepresentation of Indigenous, First Nations, Inuit & Métis (FNIM), Black, African Canadian & Caribbean (BACC) and Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, & Asexual (2SLGBTQIA+) children, youth and families receiving our services. This continues to mean that FNIM, BACC and 2SLGBTQIA+ children, youth and families are receiving services at rates disproportionate to other groups in our community and province.

We are currently seeking a forward thinking leader who believes in and is committed to our organization's core values, which focus on the safety and wellbeing of children and youth for the following position:

**Director of Service, Family Services (#WECAS M-23-04):** As a member of our senior leadership team, reporting to the Senior Director of Services, this position will lead ongoing services as it relates to the provision of anti-oppressive child protection services. In accordance with accountable business practices, Ministry standards, legislative requirements, Board policies, the Society's strategic directions and sound child welfare practices and principles, this individual will lead the overall direction, leadership, supervision, management and strategic vision to Supervisors, within the Department of Family Services.

#### Essential Qualifications and Experience:

- A Masters in Social Work with a minimum of 7-9 years' of supervisory leadership experience in child protection and/or social services, as well as, maintain eligibility for registration with the Ontario College of Social Workers and Social Service Workers;
- Experience as a proven leader, in child welfare/social services managing front line teams in a complex service agency;
- Proficiency in actionable leadership in the areas of Equity, Diversity, Inclusion and Accessibility (EDIA);
- Working knowledge of strategic planning and operationalizing organizational policy;
- High impact communication skills (testing may be required);
- Experience working in a unionized environment and an advanced applied level of computer literacy would be considered an asset.

As we strive to place cultural humility at the center of our service delivery and provide more culturally relevant, inclusive and intersectional service to our community, we encourage those from equity seeking groups including FNIM persons, members of racialized groups, persons with disabilities and persons of diverse gender identities, gender expressions and sexual orientations to self-identify in confidence in your cover letter.

---

We invite qualified applicants to apply in confidence, by sending a PDF version of their combined cover letter and updated resume (as 1 attachment) to [wecas.careers@wecas.org](mailto:wecas.careers@wecas.org), referencing the competition number (#WECAS M-23-04 – **Director of Service, Family Services**) in the subject line no later than **4:30 p.m. on March 17, 2023.**

*Candidates that may require accommodations throughout the recruitment and assessment process must advise us of the nature of the accommodation(s) to ensure your equal participation.*