



Employment Opportunity

WE-CAS-M-23-03

Salary *\$121,385 - \$147,133 (MGT Payband *9)

*Salary Under Review

Permanent

Windsor Office

External

Senior Director of Services

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:

Senior Director of Services (#WECAS M-23-03): Reporting to the Executive Director, the Senior Director of Services will lead the development and implementation of all activities related to the provision of anti-oppressive child protection services with a focus on equity and respectful child, family and community engagement.

As a member of the Executive Management Team, the Senior Director of Services will provide the overall direction, leadership, supervision, management and strategic vision to the Directors of Service, who ensure that the Society's range of services to children, youth and families are delivered in an integrated and coordinated manner. This will be in accordance with accountable business practices, Ministry standards, legislative requirements, Board policies, the Society's strategic direction, and child welfare practices and principles. This position acts as a resource to the Executive Director in matters related to Ministry requirements, service demands, Equity, Diversity, Inclusion and Accessibility (EDIA) practices, as well as, agency programs and service related planning.

Essential Qualifications and Experience:

- A Masters in Social Work with a minimum of 10 years' of 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, at senior and/or executive level, with a successful track record in child welfare/social services management strategy and operations in a complex service agency;
- Experience in developing, implementing and advising at a senior/executive level of service in the area of EDIA;
- Demonstrated ability with strategic planning and the ability to translate complex concepts into operational processes;
- High impact communication skills and superior written 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, referencing the competition number (**#WECAS M-23-03 – Senior Director of 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.