



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:

Supervisor: Youth Success - Early Help and Prevention

(12 months contract with a possibility of permanent full time)

ROLE:

Permanency for children and youth is a key priority for the organization. As a supervisor in the Permanency Branch, you will be actively involved in creating and implementing a vision for the Youth Success Program and will collaborate with other teams, departments, and community partners to achieve the best outcomes for children and youth. As a Coach and mentor, you will inspire front line colleagues towards this vision. You will provide leadership to both internal and external stakeholders and collaborate with our partners to support, strengthen, and empower families, youth and children towards meaningful connections and overall permanency. Your role will have multifunction's from, developing and implementing strategies to assisting children and youth as they transition into adulthood, to reunifying children and youth back home to providing Early Help prevention strategies for families to strengthen the family relations following reintegration.

As a team member in Permanency, you will work in collaboration with the other Youth Success Teams to help build the youth success strategy. This partnership will lead the work toward better outcomes for children and youth, addressing disparities for children and youth involved with child welfare and continue the collaborative partnerships required in supporting the work of the organization. Your supervisory role will oversee a team of front-line colleagues, and together you and the team will meet the key outcomes set out in the strategy and the Ministry's vision for redesign. Your clinical supervision will focus on Signs of Safety, equity work with families, preventive services to build capacity for families following reintegration while maintain the primary mandate for protection services under the Child Youth and Family Services Act.

This position supports and contributes to the agency's vision, mission and values. All practice approaches are imbedded in Diversity, Equity and Inclusion, anti-racism and Truth and Reconciliation strategies. Working towards successful outcomes for children, youth and families and recognizing the history of over-representation and disparity of service.



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PRINCIPLE RESPONSIBILITIES:

- **Program Development:**
 - Works collaboratively and intentionally, through consultation and inclusive practice with individuals from diverse backgrounds and cultures across the agency and within the community and provide high-quality services to children, youth, and families.
 - Design and delivery of programs to specifically support young people receiving supports from the Society.
 - Strong skills in community development and outreach; ability to engage the Peel community.
 - Identifying service gaps and potential areas for program development
- **Teamwork**
 - Works collaboratively with all levels of the organization to bring about creative, innovative changes for better outcomes for our customers.
 - Collaborates with other departments in meeting Peel CAS service priorities.
 - Models and facilitates a collaborative approach to the provision of service across the internal and external service delivery continuum.
- **Diversity, Equity & Inclusion**
 - Ensures diverse, inclusive and equitable services for children, youth and families, dynamic community partnerships and informative community education programs;
 - Ensures that department's service delivery and processes adhere to Peel CAS commitments to anti black racism, anti indigeneity and anti racism objectives.
- Perform other duties as required.

JOB SPECIFICATIONS/COMPETENCIES:

- Sound Knowledge of Child Welfare legislation, Child Protection Standards, Ministry Regulations, Guidelines and Policy Directives.
- Excellent Case Management and Supervision skills to ensure accurate assessments of the level of risk for children, youth, and families, to ensure their safety and well-being.
- Good knowledge of youth justice and mental health services and other community resources available to support children and youth.
- Knowledge of VYSA and RSG expectations.
- Strong leadership skills, including modeling, coaching, mentoring and inspiring.
- Excellent analytical and systematic thinking
- Takes a logical approach to planning and problem solving and establishes priorities



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- Innovative and collaborative approach to service delivery
- Leads by example, ensuring actions are implemented and goals are achieved
- Invested to community partnerships development and ability to negotiate and manage partnerships with external organizations
- Ability to coach and mentor team leaders to help them become a high performing team
- To lead and support the agency's commitment to anti black racism, anti indigeneity and anti racism objectives
- Collaboration, ability to work collaboratively with all levels of management and staff on a wide variety of issues and problems
- Ability to manage the budgetary process, including preparing and justifying a budget and operating budget under organizational procedures; including contracting procedures and processes
- Looks beyond the immediate environment for opportunities for improvement and enhancements
- Driven on journey of personal development and growth, openness to learning and personal growth
- Ability to integrate service relationships vertically and horizontally

QUALIFICATIONS:

- Master of Social Work degree from a recognized university along with 3 years of related experience OR Bachelor of Social Work degree along with 5 years of direct child welfare experience and 2-3 years of Supervisory experience within a protection role is required.
- Service delivery experience, preferably in two or more service delivery areas
- Demonstrated leadership experience in several agency committees and projects.

SALARY GRADE: 5 Non-Union (\$91,068 - \$112,690)

CLOSING DATE: October 2, 2023

Note: All Peel Children's Aid Society employees are required to be fully vaccinated for COVID-19, as a condition of hire in accordance with the Agency's Mandatory COVID-19 Immunization Policy.

Please apply on our website: www.peelcas.org

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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