

Director of Service Required

Family and Children's Services of Lanark, Leeds and Grenville is the amalgamated child protection agency for the counties of Lanark, Leeds and Grenville and the surrounding area. It was created in 2011 when the Children's Aid Society of the County of Lanark and the Town of Smiths Falls, and the Family and Children's Service of Leeds and Grenville united under a common umbrella. Serving a large geographic area of eastern Ontario, FCSLLG is a not-for-profit agency governed by a volunteer Board of Directors and funded by the Province of Ontario through the Ministry of Children, Community and Social Services (MCCSS).

Leading a dynamic organization

The Director of Service guides and manages the overall provision of child welfare services in alignment with FCSLLG's vision, mission, values and overall strategic objectives. She/he/they must demonstrate strong leadership skills and the capacity to influence various invested partners while acting in accordance with the highest professional standards of integrity and competence at all times.

The Director of Service is responsible for facilitating service that is equity-centered, promoting diversity and inclusivity, to achieve positive and equitable outcomes for children, youth and families in Lanark, Leeds and Grenville.

The Director of Service reports to the Executive Director and serves as a senior leader for FCSLLG. The Director of Service position will act on behalf of the Executive Director in their absence.

Key Qualifications and Leadership Competencies

- A Master's Degree in Social Work,
- Registration (Member) with the Ontario College of Social workers and Social Service Workers.
- Minimum 5-7 years experience in Child Welfare.
- Management experience in child welfare, program planning and administration.
- A genuine commitment to the Child Welfare sector along with solid experience and understanding of related government policy, programming, service models and associated Acts and legislation in the field
- Strong leadership skills, including the ability to motivate, evaluate, and recognize employees; proven ability to share skills and knowledge with others.
- Excellent ability to collaborate and maintain positive partnerships with all relevant key invested partners aimed at building strong, sustainable relationships and supporting constructive and creating problem resolution.
- Proven ability to work effectively in a unionized environment.
- Respect for issues of public accountability.
- The ability to develop and recommend for approval, implement, measure, and evaluate corporation policy in support of the responsibilities imposed by the Child, Youth and Family Services Act and the regulations enacted by the Ministry of Children, Community and Social Services (MCCSS), all other relevant legislation, and assigned functional requirements.
- Experience in developing, implement, monitor, and evaluating an annual service and financial plan in alignment with the corporation's strategic direction.
- Experience with expenditure management within approved budget, reporting any variances in a timely manner.
- Ability to manage system changes and work independently with a high level of initiative and self-direction



- Demonstrated ability to maintain a high standard of privacy and confidentiality in the performance of duties
- Knowledge, experience and understanding of the culture, history and current oppressions experienced by First Nations, Inuit and Métis, African Canadian and other marginalized persons in our community.
- Demonstrated ability to embed the principles of equity, diversity, and inclusivity into organizational management and service delivery.

Family and Children's Services of Lanark, Leeds and Grenville is committed to building a diverse workforce representative of the communities we serve, and strongly encourages applications from all qualified individuals, especially those who can provide perspectives and contribute to a further diversification of ideas. We welcome all interested individuals, particularly representatives from equity deserving communities, including:

- Members from Indigenous communities, including First Nations, Inuit, Métis and Indigenous communities
- Members of the Black community and other racial minorities/people of minority racial backgrounds
- Individuals who identify as LGBTQ2S+
- Varied religious or spiritual faith groups
- Individuals with visible and invisible disabilities
- Other members of equity seeking or marginalized communities

Please indicate in the application process should you identify as a member of the above-mentioned equity seeking groups.

Family and Children's Services of Lanark, Leeds and Grenville is committed to providing a barrier free workplace. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

To view a full job description please visit our careers page at www.fcslg.ca

Location type: On site (in office)

Salary: \$121,271 - \$144,370 (annual)

Applicants are invited to submit their resume and cover letter no later than September 19th, 2025 at 4:30pm

Human Resources Department
Family & Children Services of Lanark, Leeds and Grenville
438 Laurier Blvd
Brockville, ON
K6V 6C5
Email: hr@fcslg.ca

We thank all applicants for their interest in this position,
however, only those selected for an interview will be contacted.
Interviews will be conducted in Sept/Oct 2025