

Director, Human Resources

Durham Children's Aid Society (DCAS)

Location: Oshawa, Ontario

Work Model: Hybrid (minimum 2 days per week on site)

Salary: \$127,060.33 - \$171,894.64

About Durham Children's Aid Society:

Durham Children's Aid Society (DCAS) is dedicated to promoting the safety and wellbeing of children and youth through trauma-informed, culturally responsive and equity-centred services rooted in anti-oppressive practice. DCAS's strategic plan focuses on anti-oppressive and intersectional responsiveness, courageous and ethical sector leadership, collaborative community engagement, and organizational health and sustainability.

The Opportunity:

DCAS is seeking a collaborative and strategic Director, Human Resources to join their Leadership Team and drive organizational culture, people systems and long-term workforce sustainability. This is your chance to make a meaningful impact in the child welfare sector while leading HR transformation through an equity and inclusion lens.

Reporting to the Executive Director, you'll provide strategic leadership across all aspects of human resources while championing a workplace culture that reflects DCAS's values of equity, inclusion and psychological safety.

What You'll Do:

Strategic Leadership

- Provide strategic HR advisory services and oversee HR programs in alignment with legislation, collective agreements and internal policies
- Develop multi-year HR operational plans that support DCAS's strategic direction
- Lead people and culture strategies that support a healthy workplace, build leadership capacity and strengthen accountability
- Apply an AOPDEI lens to all HR systems, policies and practices, actively identifying and removing barriers

Labour Relations & Culture

- Maintain a positive and constructive union relationship, participate in the grievance process, guide conflict resolution and lead the collective bargaining process, serving as chief spokesperson when required
- Champion psychologically safe workplaces and advance AOPDEI initiatives across the organization

HR Operations & Programs

- Oversee recruitment, performance management, corporate learning and development, job evaluation, pay equity, benefits and compensation programs, and occupational health and safety
- Manage budgets and resources and strengthen HR operations, systems and vendor relationships

Compliance & Governance

- Fulfill legislative responsibilities related to employment, human rights and occupational health and safety legislation
- Represent the organization on internal and external committees and at events

Who You Are:

Required Qualifications

- University degree in Human Resources or a related field
- CHRL designation
- 10+ years of progressively responsible HR experience
- Minimum 5 years of people leadership experience in a unionized environment
- Experience with budgets and financial accountability
- Deep understanding of the child welfare sector, non-profit or government experience

Key Competencies

- Demonstrated excellence in strategic leadership, change management, equitable outcomes, people development, engagement and service excellence
- Proven ability to implement HR strategies aligned with organizational goals
- Experience advancing AOPDEI initiatives and supporting psychologically safe workplaces
- Strong leadership, adaptability and service excellence
- Authentic character and demonstrated commitment to equity and inclusion
- Experience supporting Indigenous and equity-affirming engagement

Equivalent combinations of education, experience and training may be considered.

Why Join DCAS?

- Make a direct impact on children, youth and families in the community
- Lead meaningful culture transformation in a mission-driven organization
- Competitive compensation and benefits package
- Flexible hybrid work model
- Opportunity to advance equity and inclusion in tangible ways
- Collaborative leadership team committed to organizational health

Commitment to Equity:

Durham Children's Aid Society strives to be an equitable and inclusive employer, with its commitment to equity grounded in an organization-wide dedication to achieving a working and service environment that is free of discrimination and harassment.

We actively welcome applications from First Nations, Métis and Inuit communities, racialized communities, 2SLGBTQ+ communities, women and people with differing abilities including those who have experienced mental health or substance use challenges.

About The Orion Group:

The Orion Group is a leading Canadian HR services company with over 25 years of experience supporting organizations through three specialized brands: Orion Search (Executive Recruitment), Orion HR (HR Advisory), and Orion Learning (Training and Development). We partner with organizations to build strong, diverse leadership teams and create sustainable HR solutions.

How to Apply:

If you're passionate about creating equitable workplaces and want to make a difference in the child welfare sector, we want to hear from you.

Please submit your resume and a cover letter outlining your relevant experience to hr@theoriongroup.ca with the subject line: Director, HR - Durham CAS

All applications will be treated with the strictest confidence. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Durham Children's Aid Society is 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. If you require accommodation, please email us at admin@theoriongroup.ca.