

# Executive Director

## Child and Family Services of Grand Erie | Brantford, Ontario

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### About Child and Family Services of Grand Erie

Child and Family Services of Grand Erie (CFSGE) is the provincially mandated child protection agency serving the communities of Brantford, Brant County, Haldimand County, Norfolk County, and the Territory of the Mississaugas of the Credit First Nation. Guided by the Child, Youth and Family Services Act (CYFSA), CFSGE works to ensure the safety, well-being, and positive development of children and youth while supporting families to remain strong, connected, and resilient. The Agency believes child welfare is a shared responsibility. Working collaboratively with families, Indigenous partners, and community organizations, CFSGE provides prevention, protection, and family support services that prioritize the least intrusive approaches and strengthen family capacity wherever possible. Governed by a community-based Board of Directors with representation from the Mississaugas of the Credit First Nation and Six Nations of the Grand River, the organization is guided by a vision that children and youth are safe and thriving in their families. The Agency's work is grounded in the values of accountability, compassion, innovation, integrity, and teamwork, reflecting a deep commitment to culturally responsive, inclusive, and community-based child welfare practice. CFSGE continues to evolve following its recent amalgamation, and the organization is focused on strengthening a unified culture, advancing service excellence, and ensuring that its programs and services meet the changing needs of children, youth, and families across the region.

### The Opportunity

Child and Family Services of Grand Erie is seeking an experienced, visionary, and community-connected leader to serve as its next Executive Director. Reporting to the Board of Directors, the Executive Director will lead the Agency through the next phase of its evolution, strengthening organizational culture, advancing service quality, and ensuring the Agency remains responsive to the complex and changing needs of the communities it serves. This role requires a deep understanding of Ontario's child welfare system, strong relationships across the sector, and the political acuity required to effectively navigate a complex public policy and stakeholder environment. The Executive Director will work closely with the Ministry of Children, Community and Social Services, Indigenous partners, municipal leaders, community agencies, and sector organizations to advance the Agency's mandate.

At a time when child welfare agencies across Ontario face increasing financial pressures, workforce challenges, and evolving policy expectations, the Executive Director will provide steady and forward-looking leadership—guiding the organization through uncertainty while maintaining a strong commitment to the well-being of children, youth, families, and staff. Equally important, the Executive Director will be visible in the community, serving as a trusted ambassador and advocate for children and families while strengthening partnerships across the region.

### Key Responsibilities

#### Strategic and Organizational Leadership

- Provide visionary leadership that advances the Agency's mission, values, and long-term strategic direction.
- Guide the organization as it continues to define and strengthen a unified culture following amalgamation, ensuring alignment across teams and programs.
- Foster a culture of continuous improvement, learning, and service excellence, supported by strong quality assurance and performance measurement frameworks.

- Lead organizational change with clarity and compassion in a complex, unionized environment, building trust with staff and leadership teams.
- Ensure the Agency remains forward-looking and adaptable, positioning CFSGE to respond to emerging policy, funding, and service delivery challenges.

#### **Government and Stakeholder Relations**

- Maintain strong, constructive relationships with the Ministry of Children, Community and Social Services, demonstrating political acuity and credibility in government relations.
- Serve as a trusted partner to community stakeholders including municipalities, health providers, education partners, police services, and social service agencies.
- Strengthen partnerships with Six Nations of the Grand River and the Mississaugas of the Credit First Nation, supporting respectful collaboration and advancing reconciliation and Indigenous child welfare priorities.
- Represent the Agency as its primary spokesperson with government, sector partners, and the broader community.

#### **Organizational Culture and People Leadership**

- Lead with compassion, empathy, and integrity, fostering a people-centred workplace that values collaboration, trust, and well-being.
- Promote a workplace culture that reflects equity, diversity, and inclusion, recognizing the importance of diverse identities, lived experience, and representative leadership.
- Champion a leadership culture that actively addresses anti-oppression and systemic barriers within both the organization and the broader child welfare system.
- Support staff wellness, professional development, and succession planning across the organization.

#### **Financial and Operational Leadership**

- Provide strong oversight of organizational finances, operations, and infrastructure in an environment of funding constraints and fiscal pressure.
- Lead responsible financial stewardship of public funds, including budgeting, forecasting, and financial accountability to both the Board and the Ministry.
- Ensure operational excellence across programs, information management, facilities, and enterprise risk management frameworks.
- Support the development of sustainable strategies that allow the Agency to deliver high-quality services despite evolving fiscal and policy pressures.

#### **Governance and Board Partnership**

- Partner closely with the Board of Directors to advance the organization's strategic priorities and governance responsibilities.
- Provide clear, transparent reporting on organizational performance, financial results, emerging sector trends, and risks.
- Support effective governance practices including strategic planning, policy development, and Board engagement.

#### **Community Leadership and Advocacy**

- Be an active and visible presence in the community, strengthening trust in the Agency and advocating for children and families.

- Build strong partnerships across the child welfare and human services sectors to improve outcomes for children, youth, and families.
- Collaborate with the CFSGE Foundation to advance philanthropic support for the Agency's mission.

## The Ideal Candidate

The Board is seeking an accomplished leader with a deep commitment to child welfare, strong community leadership capabilities, and the strategic insight needed to guide the organization forward. You bring:

- Significant senior leadership experience within child welfare, social services, health, or a related human services sector, ideally including experience as an Executive Director or equivalent senior executive role.
- A deep understanding of Ontario's child welfare system, including the CYFSA and the role of Children's Aid Societies.
- Demonstrated success building strong relationships with provincial ministries, Indigenous partners, and community stakeholders, supported by strong political acuity.
- Experience leading organizations through change, uncertainty, and transformation, particularly within unionized environments.
- Strong financial and operational leadership experience, including managing complex budgets in environments facing deficits or funding pressures.
- A proven ability to translate strategy into operational results while maintaining a focus on service quality and measurable outcomes.
- Experience working closely with a Board of Directors and supporting effective governance practices.
- A leadership style grounded in compassion, collaboration, transparency, and integrity.
- Demonstrated commitment to equity, diversity, inclusion, and anti-oppressive leadership, including recognition of the importance of lived experience in shaping services and leadership.
- A strong understanding of and commitment to Indigenous relationships, truth and reconciliation, and Indigenous child welfare priorities, including respectful collaboration with Six Nations of the Grand River and the Mississaugas of the Credit First Nation.
- Exceptional communication and relationship-building skills and the ability to serve as a credible public voice for the organization.
- A graduate degree in social work, public administration, business administration, or a related field is preferred.

## Diversity and Accommodation

Child and Family Services of Grand Erie is committed to having a workforce composition that reflects the cultural diversity of our community and the diverse population we serve, with respect to age, gender, and including individuals who identify as African Canadian, Indigenous, People of Colour, people with disabilities, and 2SLGBTQ+ communities. We also encourage individuals with lived experience to consider joining our Team. We are committed to creating an accessible environment for all. Please let us know if you have any accommodation needs.

## How to Apply

To express interest in this opportunity, please submit your resume and cover letter in confidence to:

Patrick Rowan, Partner, Feldman Daxon Partners  
416-515-3302 | [prowan@feldmandaxon.com](mailto:prowan@feldmandaxon.com)

*This job posting is for an existing position with Child and Family Services of Grand Erie. We do not use artificial intelligence (AI) tools to screen, assess, or select applicants at any stage of the hiring process. All applications will be reviewed and evaluated by the Feldman Daxon team.*