



Hamilton Child and Family Supports
Soutien aux enfants et aux familles de Hamilton

EMPLOYMENT OPPORTUNITY

Hamilton Child and Family Supports was established in 1894 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 organization is committed to the strengthening of families, while valuing diversity and promoting equity.

We are dedicated to building a workforce that reflects the diversity of the community in which we live and serve. The organization encourages applicants from all qualified individuals.

We are currently seeking a skilled and committed individual to join our team as a:

DIRECTOR OF SERVICE, EQUITY, DIVERSITY, AND INCLUSION

Permanent Full Time (34 hours a week)

\$130,618 - \$158,917

Reporting to the Executive Director, the Director of Service, Equity, Diversity, and Inclusion is responsible for providing strategic leadership in the planning, evaluation, and delivery of child welfare services in accordance with the Child, Youth and Family Services Act (CYFSA) and the organization's strategic vision; ensuring all programs and service delivery is closely integrated with community agencies, alternate caregivers, and informal community resources and supports. The Director of Service, Equity, Diversity, and Inclusion is responsible for leading organizational excellence in service by supporting a healthy workplace while incorporating an equitable approach to the organization's child welfare service delivery.

As a member of the Senior Leadership Team, the Director of Service, Equity, Diversity, and Inclusion provides support and advice to senior leadership regarding the integration of equity informed service delivery and approaches throughout the organization. This position will also facilitate the design and implementation of the organization's overall Equity, Diversity, and Inclusion and Truth and Reconciliation strategic initiatives as part of the strategic plan.

The Director of Service, Equity, Diversity, and Inclusion will establish strong goals within their service area that inspires others, provide coaching and mentoring of staff in developing leadership, and will establish clear long-term outcomes for service.

Key Qualifications:

- Member of the Ontario College of Social Workers and Social Service Workers (OCSWSSW) with a general certificate of registration for social work required.
- Experience in progressively responsible roles which has included child welfare exposure.
- Lived experience from an equity deserving group is an asset.
- Advanced knowledge of legislation governing child welfare including CYFSA and its regulations, Ministry standards, Children's Law Reform Act, Foster Care standards and related statutes, and OACAS Standards.
- A good knowledge of industry software application including CPIN.
- Strong knowledge of the barriers experienced by all marginalized groups and specifically African Canadian/Black, Indigenous and 2SLGBTQ+ communities.
- Understanding of Anti-Oppression practice, Anti-Indigenous Racism and Anti-Black Racism including OVOV 11 Race Equity practices.

As an employer, Hamilton Child and Family Supports is committed to:

- ***A culture of inclusiveness and diversity reflecting our diverse service recipients, staff, and community alike.***
- ***Providing barrier-free and accessible employment practices.
In accordance with the Ontario Human Rights Code providing accommodation supports during the selection and interview process if required.***

All employees of the organization are expected to demonstrate respect, empathy, and accountability to the children and families we serve and each other.

Interested applicants must submit a current resume to careers@hamiltoncfs.ca or by Fax: (905) 522-1089, clearly indicating the Job Posting Number **(#014/26)** by March 17, 2026.

HCFS does not utilize Artificial Intelligence (AI) technologies in our recruitment or selection process.