

## Executive Director

### Sarnia-Lambton Children's Aid Society | Sarnia, Ontario

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Lead with purpose. Shape the future of child welfare. Make a lasting impact in a community that matters. At the Sarnia-Lambton Children's Aid Society, we recognize that:

- There is an over representation of Indigenous, Black and 2SLGBTQ+ families in the child welfare system
- Systemic racism and colonization have shaped how we provide service and have harmed and continue to harm those we serve
- Children, youth and families have the right to receive service in the language they understand best
- We are changing the way our system works with children, families and communities
- To keep changing how we work, we need to change who we are and how we make decisions

#### **This is where you come in. If you are . . .**

- Committed to standing up for people's rights, being anti-racist, being anti-transphobic, and celebrating all the different parts that make someone who they are;
- Prepared to advocate boldly for the changes that are needed in the child welfare system; and
- Willing to actively participate in change . . . **then we invite you to come join us.**

Sarnia-Lambton Children's Aid Society is building an inclusive workplace that reflects the communities it serves. Applications are encouraged from people who identify as Indigenous, Black, Racialized, 2SLGBTQIA+, bilingual French speaking and from persons with disabilities.

#### **ABOUT THE OPPORTUNITY**

Sarnia-Lambton Children's Aid Society (SLCAS) is seeking a visionary and community-focused leader to serve as its next Executive Director. This is an opportunity to lead a respected child welfare organization that works alongside families and communities to help children and youth be safer and live their lives well. Working closely with First Nation partners and reporting directly to the Board of Directors, the Executive Director will provide strategic, and operational, leadership for the organization, guiding a dedicated team in delivering responsive, high-quality services to children, youth, and families throughout Sarnia-Lambton, Aamjiwnaang First Nation, Kettle & Stony Point First Nation and Bkejwanong First Nation.

This role is ideal for a collaborative and courageous leader who combines strong operational and financial acumen with emotional intelligence, relationship-building skills, and a passion for public service and community impact.

#### **ABOUT SARNIA-LAMBTON CHILDREN'S AID SOCIETY**

SLCAS provides the full range of child protection services under the Child, Youth and Family Services Act and the Act Respecting First Nation Inuit and Metis Children Youth and Families.

Located along the shores of Lake Huron and the St. Clair River, Sarnia-Lambton offers an exceptional quality of life, including waterfront living, affordable housing, strong schools, and outdoor recreation.

#### **THE IMPACT YOU WILL MAKE**

- Provide strategic leadership and direction for all organizational operations and services.
- Partner closely with the Board to shape strategy, governance, and organizational priorities.

- Lead and inspire a high-performing leadership team focused on collaboration, innovation, and service excellence.
- Strengthen relationships with community organizations, First Nation communities, Indigenous partners, government stakeholders, and the Ministry.
- Guide the organization through evolving sector priorities, funding pressures, and opportunities for innovation.
- Champion a culture of accountability, inclusion, learning, wellness, and equity focused practice.
- Lead the agency in providing an active offer of French language services.

## WHO YOU ARE

You are an experienced and values-driven leader with a deep understanding of child welfare, human services, or a related sector. You bring a strong combination of strategic vision, operational leadership, and people leadership, along with the ability to navigate complexity, build trust, and inspire confidence among diverse stakeholders.

- Master's degree in social work or related field; Indigenous Studies; Leadership
- Minimum 10 years of progressive senior leadership experience within child welfare or a related human services environment.
- Demonstrated success leading complex organizations and multidisciplinary teams.
- Strong financial, strategic planning, and change management capabilities.
- Experience working within unionized environments and leading labour relations initiatives.
- Exceptional communication, relationship-building, and stakeholder engagement skills.
- A leader in Reconciliation, equity, diversity, and inclusion.
- Deep understanding of the Child, Youth and Family Services Act, the Act Respecting First Nation Inuit and Metis Children Youth and Families and other relevant legislation.

## WHY JOIN SLCAS?

- Opportunity to lead an organization with a meaningful and lasting community impact.
- Dedicated and passionate team committed to supporting children, youth, and families.
- Collaborative Board and leadership environment.
- The opportunity to work closely with three local First Nations – Aamjiwnaang First Nation, Kettle and Stony Point First Nation and Bkejwanong First Nation.
- Chance to influence the future of child welfare in a progressive agency and evolving sector.
- A welcoming waterfront community offering an outstanding quality of life.
- A competitive compensation package with work-life balance.

## 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  
[prowan@feldmandaxon.com](mailto:prowan@feldmandaxon.com) | 416-515-3302

This advertisement is for an existing position with Sarnia-Lambton Children's Aid Society. All applications will be reviewed directly by Feldman Daxon Partners. SLCAS and Feldman Daxon Partners do not use artificial intelligence tools to screen or assess candidates.