



Career Opportunity: **DIRECTOR OF EARLY HELP TEAM AND RECONCILIATION**

Permanent, Full-Time

Chatham-Kent Children's Services is an accredited multi-service agency that responds to the unique dynamics of our families. At Chatham-Kent Children's Services, we recognize that:

- Colonization and systemic racism have resulted in an over-representation of Indigenous and racialized families in the child welfare system.
- These same factors have adversely impacted the experiences of Indigenous and racialized families within the mental health and developmental services system.
- Structural and institutional racism and colonization have shaped how we provide service and have harmed, and continue to harm, those we serve
- We need to change the way our system works with children, youth, families and communities
- To change how we work, we need to change who we are and how we make decisions

WE ARE LOOKING FOR:

Indigenous or racialized people or those who identify as 2SLGBTQ+ who believe they can contribute to positive change for children, youth, families and communities to join our team.

Are you:

- Committed to addressing systemic racism in your life and in your work?
- Prepared to advocate boldly for the changes that are needed in the child welfare system?
- Willing to actively participate in change?

If yes, we encourage you to review the full Job Posting details attached.

We welcome applicants submitting their cover letters and resumes to voluntarily self-identify as part of the application process.

Please send your resume with attention to:

Human Resources
Chatham-Kent Children's Services
495 Grand Ave W, Chatham, Ontario, N7L 1C5
hr@ckcs.on.ca

Closing Date: July 30, 2021 at 4:30pm

Accommodations are available for applicants with disabilities throughout the recruitment process in accordance with the Ontario Human Rights Code.



EMPLOYMENT OPPORTUNITY Management

Director of Early Help Team and Reconciliation

Chatham-Kent Children's Services requires a **Director of Early Help Team and Reconciliation** available to start as soon as possible. This is a full-time (70 hours bi-weekly), contract position lasting 1 year.

Reporting to the Executive Director, this senior management position is responsible for positioning the agency as a leader in the provision of quality early intervention services. The incumbent is responsible for:

- overseeing the delivery and assurance of the quality of care;
- service planning;
- development of and connection to education and support services for children, youth and families;
- utilization of Signs of Safety framework to ensure the family's voice is heard so innovative and specific outcome-oriented service planning can be developed;
- overall supports focused on strengthening families. The incumbent works in close collaboration with the Executive Director, the Board, and Senior Management team; and,
- overseeing our agency's Reconciliation work, working in close partnership with First Nation, Inuit, and Métis (FNIM) communities to build trust and supportive partnerships, support Indigenous-led services and provide oversight for the care and wellbeing of First Nations children, youth and families.

This position provides overall direction, leadership, supervision, management and strategic vision to the Supervisor who ensures that the Agency's range of services to children and families are delivered in an integrated and coordinated manner in accordance with accountable business practices, Ministry standards, legislative requirements, Board policies, the Agency's strategic directions and sound child welfare, mental health, and developmental practices and principles.

Qualifications: Master of Indigenous Studies or Master of Social Work from an accredited university; minimum of 10 years' experience in child protection and/or social services arena and preferably 3-5 years of progressive experience in management at different levels of responsibility; professional level courses in management; registered with an applicable Ontario Regulatory College; knowledge of all relevant legislation including the Child, Youth and Family Services Act and Ministry standards and guidelines; strong understanding and belief in anti-oppressive practice, anti-Indigenous racism, anti-Black racism, and Early Help for children, youth and families; ability to work collaboratively with all levels of management and staff; a valid drivers license and use of a personal vehicle; the ability to communicate in French is an asset.

Please submit your resume by **4:30 pm on July 30, 2021** quoting the posting number to:

Human Resources

E-mail: hr@ckcs.on.ca

Only those candidates selected for an interview will be contacted.

Chatham-Kent Children's Services welcomes applications from racialized groups, First Nation Inuit or Métis persons, persons with disabilities, persons of any sexual orientation, and persons of any gender identity or gender expression.

We are committed to providing accessible employment opportunities. Should you require accommodation for a disability during the recruitment process, please notify Human Resources at the time of interview scheduling.

Chatham-Kent Children's Services serves the children and families of the Chatham-Kent Municipality and includes child protection, children's mental health, child development and prevention.

Chatham-Kent Children's Services is an accredited multi-service agency that responds to the unique dynamics of our families. We support the well-being and safety of our children and their families through evidence-based practices and collaboration with community partners. Together, CKCS' employees strive to foster an environment that encourages positive growth, professional development and progressive change.

Chatham-Kent has a population in excess of 110,000 and is ideally situated mid-way between Windsor and London on the shores of Lake Erie.

Posting 29-2021

**Strengthening
Children and Families
for a better future.**

July 21, 2021