



Huron-Perth
Children's Aid Society

HEAD OFFICE

639 Lorne Avenue E.
Stratford, ON N5A 6S4
tel 519.271.5290
fax 519.272.0953

BRANCH OFFICE

413 MacEwan Street
Goderich, ON N7A 4M1
tel 519.524.7356
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The Society is currently accepting resumes for the permanent full-time position as follows:

Program Manager - Stratford

Located in the picturesque town of Goderich, and Stratford, Ontario, we are committed to partnering with communities to provide professional child protection services. We advocate for and protect children's rights; support and strengthen families and we are leaders for positive change in our community.

Huron-Perth CAS is dedicated to building a workforce that reflects the diversity of the community in which we live and serve. We encourage applicants from African Canadian, Indigenous, people with disabilities, 2SLGBTQ+ communities to apply and to self-identify in their cover letter. We are also committed to providing barrier-free and accessible employment practices for all. Accommodations are available on request for candidates taking part in all aspects of the selection process.

Summary of Duties and Responsibilities:

Under the general supervision of the Director of Service, the Program Manager is a management designated position intended to ensure that responsibility for the delivery and operation of the agency's services as clearly identified and assigned. This position contains elements of clinical and staff supervision and/or third-party vendor management, general management and administrative responsibilities and specialized service responsibilities. The incumbent is a member of the agency Management Team and assumes responsibility for the supervision and interpretation of policy/procedures and standards of service.

Qualifications:

- M.S.W. or B.S.W. with progressive experience in child welfare, or equivalency as approved by the Agency.
- At least 5 years progressive experience in children's services - child welfare, or equivalency as approved by the Executive Director.
- Proven leadership/managerial skills and ability to analyze, problem-solve and instruct on a case and policy/procedure matters related to clinical child welfare.
- Well-developed organizational skills and ability to manage projects.
- Strategic thinker who possesses solid technical and general management acumen and can organize and manage multiple priorities.
- Awareness of Customary Care Agreements and Original Dispute Resolution.

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CONFIDENT YOUTH.
RESILIENT ADULTS.

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- Knowledge and understanding of the history of Anti-Black Racism in child welfare and its effects on the overrepresentation of black and racialized children, youth and families involved in the child welfare system.
- Knowledge and understanding of relevant legislation from the Ontario Human Rights Code. The Accessibility for Ontarians with Disabilities Act (AODA) pertaining to diversity, equity, and inclusion, and disability.
- Competence in working with individuals from broad backgrounds, races, ethnicities, religions, sexual orientation, gender identity, and disability.
- Experience with evidence-based practices in child maltreatment assessment and treatment.
- Extensive knowledge of agency and community supports and services.
- Knowledge of community engagement and development.
- Strong communication and presentation skills and the ability to perform during periods of multiple demands.
- High tolerance for emotional, intensive work and cases.
- Ability to understand, manage and take lead with extremely contentious and complex cases.
- Ability to thrive in ambiguity and complexity.
- Proven ability to work collaboratively across the agency, within the child welfare sector, and with community partners.
- Valid Ontario G Driver's license.
- Access to a vehicle for work purposes.
- Superior computer skills, including Microsoft Word, Excel, Power Point, CPIN.
- Strong bias for action, ability to work independently and strong critical thinking and negotiating skills.

Remuneration: \$97,423 to \$116,180

Candidates who meet the qualifications are welcome to apply and should do so in writing to Human Resources at HR@h-pcas.ca. A cover letter and full resume, including three current professional references would be appreciated.

We thank all applicants, however, only those to be interviewed will be contacted.

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