



CHILD WELFARE MANAGER - THUNDER BAY, ON
Full Time, Permanent Position — (33.75 Hours/Week)

POSITION PURPOSE:

Reporting to the Director of Services, the Child Welfare Manager is a member of the Society's Management Team responsible for the efficient and effective delivery of Society services relating to Child Welfare Services and Agency support programs.

The Child Welfare Manager will coordinate the work of the Service Unit and ensure that the duties and responsibilities of the staff in these positions are fulfilled within the Society's policies and procedures, the legal framework of the CYFSA, and in compliance with Ministry Directives, Regulations and Standards. The Child Welfare Manager will also plan and implement program initiatives to meet service benchmarks that will ensure the protection of children, which are aligned with the Society's Vision, Mission and Values Statements as well as the agency's Anti-Oppressive Practice Statement.

POSITION QUALIFICATIONS AND REQUIREMENTS:

- BSW from an accredited school of social work or equivalent and a minimum of five years' experience in the social service field, preferably in child welfare.
- All relevant work experience or professional registrations will be considered in lieu of formal education.
- Enabling competencies of this position that are required would include:
 - **Results Orientated:** Develops business plans establishing strategic direction and clear objectives, and consistently accomplishes tasks.
 - **Leadership and Vision:** Leads by example with integrity and passion and motivates other to do the same. Fosters creativity and innovations.
 - **Personal Development:** Has a strong sense of self awareness and can meet unexpected challenges. Is a positive individual who can counsel, coach and mentor staff.
 - **Teamwork:** Establishes collaborative relationships across the organization and within the community to achieve high level performance, in order to meet the agency mission: "In partnership with families and our communities, we promote the safety and wellbeing of children and youth to help them reach their potential".
- Knowledge and experience in applying therapeutic approaches with children and families within an anti-oppressive, strengths based, collaborative framework.
- Contribute to a culture of diversity, equity, and inclusion with a commitment to the elimination of disparity and disproportionality in service outcomes.
- Excellent communication skills including strong interpersonal, written and verbal skills and an ability to interact with a wide variety of people.
- Ability to effectively manage inter-personal conflict.
- Ability to maintain a strong sense of professional judgement and confidentiality.
- Excellent organizational, coordination and time management skills to determine priorities, meet strict timelines and manage several assignments simultaneously.
- Ability to use sound judgment and tact to address a range of issues and to problem-solve.
- Ability to work flexible hours.
- Criminal Records Check satisfactory to the Agency required upon conditional offer of employment.
- Valid Class "G" Driver's License, safe driving record and access to a reliable vehicle.
- Willing to travel within the Thunder Bay District as required based on agency demands.
- Able to facilitate strong inter-departmental relationships.

APPLICATION INFORMATION – Applications Received to February 11th, 2025 at 5:00 pm EST

Please submit a cover letter and resume on-line at www.thunderbaycas.ca "Career Opportunities". Individuals may also submit an application directly to: Manager of People and Culture, The Children's Aid Society of the District of Thunder Bay, 1110 Jade Court, Thunder Bay, ON P7B 6M7

The Society is committed to supporting and advancing equity, diversity and inclusion in our organization and the society in which we serve. As such, we are expressly interested in receiving inquiries and applications from individuals who identify themselves as Indigenous, racialized or equity seeking in order to better reflect the demographic profile of Thunder Bay and District.

TBCAS is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to the prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code.

We thank all applicants; however only those considered for an interview will be contacted.