



Dufferin Child and Family Services is a multi-service agency providing Child and Youth Mental Health, Child Protection and Developmental Support.

The agency currently requires a:

1- Permanent Full Time- Child Protection Manager

You are seeking:

- A dynamic professional opportunity to implement and oversee an innovative approach to providing child protection services to children, youth, and families within Dufferin County.
- An opportunity to support, mentor, and collaborate with front-line staff as they fulfill their positions under your direction.
- A challenging role that offers flexibility, learning opportunities, and work within a multi-disciplinary team.
- A unique opportunity to work in a progressive, multi-service agency.

We are seeking an innovative individual with:

- Established, thorough, and current understanding of the child welfare system, legislation, and standards; separation and attachment theories; child development (both typical and atypical); and creative thinking to ensure a family's strengths and competencies are built upon to minimize risk.
- Demonstrated abilities with respect to sound judgment, critical thinking skills, risk assessment and urgent response.
- Experience providing case management consultation and direction to case workers consistent with Agency and Government Policy.
- An ability to multi-task, prioritize competing demands, and embrace change.
- Dedication to a collaborative approach in working with clients and colleagues.
- Sound understanding of community resources and systems.
- Strong knowledge, understanding, and experience working within an equity and anti-oppressive, anti-racism practice framework, including knowledge of the One Vision One Voice Race Equity Practices and the Truth and Reconciliation Calls to Action.
- Significantly strong engagement skills with a commitment to working from a strength's-based perspective.

Qualifications:

- Bachelor or Master of Social Work Degree with a minimum of 5+ years of Child Welfare experience.
- A minimum of two (2) years of supervisory experience.
- Thorough knowledge of the Child, Youth and Family Services Act (CYFSA) legislation and ministry standards.
- A thorough knowledge of equity-based, clinical skill requirements, case management and therapeutic interventions.

- A thorough understanding and approach to practice that is anti-racist, anti-oppressive, intersectional, trauma-informed, healing-centred and that prioritizes cultural safety and responsiveness.
- A sound understanding of sector commitments/initiatives towards the engagement of Indigenous, Black, Francophone, refugee/immigrant and 2SLGBTQ+ communities in all their intersecting identities (e.g. The Ontario non-Indigenous Children's Aid Societies Apology and 9 Commitments, OACAS's One Vision One Voice (OVOV) 11 Race Equity Practices, etc).
- Knowledge of the Occupational Health and Safety Act and supervisory roles and responsibilities under the Act.
- Sound understanding of community resources and systems.
- Demonstrated skills, experience and theoretical knowledge related to the management of people and other resources.
- Excellent administrative, critical decision-making, and problem-solving skills.
- Highly developed leadership, communication, and mediation skills.
- A demonstrated ability to create and sustain informal and formal networks.
- Demonstrated skills in coaching and motivating individuals.
- Strong computer and technical skills (use of CPIN)
- Authorized Child Protection Worker
- Rotational After-Hours Supervisory Coverage is required.
- Valid driver's license and access to a vehicle is required.

If you are interested in this job opportunity, please apply by email on or before **Friday December 13, 2024** hr@dcafs.on.ca quoting reference number **2024-024**.

As an employer committed to employment equity and accessibility for persons with disabilities, we encourage applications from members of equity-seeking communities including racialized and Indigenous persons, persons with disabilities, women, and persons of all sexual orientations and gender identities/expressions. Our hiring framework is founded in equity, truth and reconciliation, anti-black racism, and anti-oppressive practices.

DCAFS is committed to providing a recruitment and selection process that is both inclusive and free from barriers. Accommodations for job applicants with disabilities are available upon request, and will be provided in accordance with the **Ontario Human Rights Code** and the **Accessibility for Ontarians with Disabilities Act**.

Applicants are required, in advance, to make any accommodation request known to Human Resources by contacting the department at 519-941-1530 and Human Resources will strive to provide reasonable and appropriate accommodation for all applicants during the recruitment and selection process, which will ensure the process, is conducted in a fair and equitable manner.

Thank you for your interest; however only those selected for an interview will be contacted.

Role Location: 655 Riddell Rd, Orangeville

Reports to: Director, Child Protection

Hours of Work: 33 hours per week

Salary Range: \$92,000-\$106,000