

**We Currently Have a Rewarding Career
Opportunity in Child Welfare**
Full Time, Permanent **Director of Service.**
To Start TBC.

The Kawartha-Haliburton Children's Aid Society, located in the scenic Kawartha Lakes Region just 90 minutes east of Toronto, proudly serves our communities through offices in Peterborough, Lindsay, and Haliburton.

Our dedication to supporting children and families remains as strong as ever. Our organization has continued to adapt, learn, and strengthen our practices. Today, we are more committed than ever to delivering high-quality, compassionate service with integrity at every level.

We are looking for an experienced child welfare professional ready to take on meaningful, challenging work as we renew our service focus to improve the outcomes for the people we serve. This is a unique opportunity to grow personally and professionally in a supportive, forward-thinking organization — all while living and working in one of Ontario's most vibrant and welcoming communities.

POSITION SUMMARY:

Reporting to the Executive Director, the Director of Services is accountable for the strategic and service leadership of Kawartha Haliburton Children's Aid Society. The incumbent will work primarily from the Peterborough offices. Initially the incumbent will be available in offices with the opportunity for a hybrid work arrangement available after completion of probation, in keeping with agency practices and coordinating with other senior staff.

The Director of Services is responsible for the provision of leadership that results in the delivery of excellent client focused services in accordance with the Child, Youth and Family Services Act, 2017 (CYFSA) and other applicable provincial and federal legislation. The Director ensures services are responsive, evidence-informed, culturally safe, grounded in principles of equity, anti-oppression, and reconciliation. This role supports the development, implementation, and evaluation of policies and service delivery models aligned with the Agency's strategic plan, mission, values, and ensures decisions are informed by data analytics and the lived experiences of the children, youth, and families served.

As a member of the Senior Leadership Team, the Director of Services contributes to annual service planning, budget development, ongoing processes to align service delivery and spending, organizational risk management, and provides clinical leadership rooted in the Agency's equity-

focused philosophy and values. The Director provides supervision to service delivery senior managers and engages with community partners to ensure collaborative service delivery.

QUALIFICATIONS:

EDUCATION/KNOWLEDGE & SKILL REQUIREMENTS

EDUCATION AND EXPERIENCE

- Holds a master's degree in social work from a school of social work that is accredited by the Canadian Association for Social Work Education.
- Is a member of or eligible for membership with the Ontario College of Social Workers and Social Service Workers
- Has a minimum of 5 years progressively responsible management of service and administration experience within child welfare.
- Valid Ontario Driver's License

KNOWLEDGE & SKILLS

- Demonstrates understanding of CYFSA, equity principles, Indigenous child welfare, Signs of Safety practice principles and applications, along with other emerging sector practices.
- Demonstrated understanding of Reconciliation, TRC Calls to Action, and obligations to ensure agency commitments to supporting all federal and provincial access for Indigenous people to services
- Demonstrates advanced knowledge and understanding of services, issues, potential, evolving directions in the child welfare field and ability to assess, evaluate and develop policies and strategies.
- Exercises sound judgement, management and leadership skills to provide operational oversight to service programs.
- Demonstrated expertise in family systems and related clinical knowledge to ensure the effective clinical development of supervisors and direct service staff through coaching and mentoring.
- Effectively adopts a risk management approach through a systems lens.
- Exercises sound communication and public relation skills to represent the Agency as needed.
- Demonstrates analytical skills to accurately assess and evaluate the impact of decisions, policies and strategies, and to make informed management decisions and recommendations to the Executive Director.
- Demonstrates knowledge and understanding of analytics to assess risk and develop risk mitigation strategies to inform outcomes and inform performance indicators.
- Demonstrates understanding and commitment to anti-oppression values and principles with particular knowledge and awareness of the culture and history along with an understanding of the social and political issues facing First Nations, Métis and Inuit people and Equity-seeking groups.

SALARY: \$122,334 - \$149,635

Applications, **quoting competition number M2503**, no later than August 29, 2025, may be submitted using one of the following methods:

E-mail: khcas.hr@khcas.on.ca

Mail: Kawartha Haliburton Children's Aid Society
1100 Chemong Road
Peterborough, ON K9H 7S2
ATT: HUMAN RESOURCES

ACCOMMODATION:

Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources department at 705-743-9751 x1260. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable the candidate to be assessed in a fair and equitable manner.

KHCAS is committed to building a diverse workforce representative of the communities we serve. We welcome applications from all qualified candidates, and encourage applicants from Black, Indigenous, racialized and 2SLGTBQ+ communities. We are committed to a selection process and work environment that is inclusive and barrier free.