

**We Currently Have a Rewarding Career  
Opportunity in Child Welfare  
Full Time, Permanent Service Manager  
To Start ASAP.**

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 Director of Service, as a member of the Senior Management Team, the Service Manager is responsible for overseeing the day-to-day delivery of services to support quality outcomes for children, youth and families. The Service Manager is responsible for the implementation of strategies developed to support evidence informed practice and effective delivery of service within a Signs of Safety/Trauma informed clinical framework. Responsibilities include providing competent clinical and administrative supervision to Supervisors, working in collaboration with human resources, quality, IT and legal to ensure operational excellence, and building and maintaining collaborative community support in protecting/promoting children's safety and well-being.

**QUALIFICATIONS:**

**EDUCATION/KNOWLEDGE & SKILL REQUIREMENTS**

**EDUCATION AND EXPERIENCE**

- Master's degree in social work or an equivalency combined with at least 3 years of management experience within the child welfare field.
- Is a member of the Ontario College of Social Workers and Social Service Workers who

holds a general certificate of registration for social work, and maintains that registration and is a member in good standing throughout the course of their tenure as Service Manager – Protection

- Valid Ontario Driver's License

#### KNOWLEDGE & SKILLS

- Demonstrates understanding of the Child, Youth and Family Services Act, Youth Criminal Justice Act, Mental Health Act, Education Act
- Demonstrated knowledge of service standards, policy directives and ministry regulations including assessment/ongoing service, Kinship, Child In Care and Resource Services.
- Demonstrated supervisory experience leading a team in a unionized environment and in a social services setting
- Demonstrated ability to work with and foster a collaborative approach with all levels of the organization, community stakeholders, collaterals and public
- Superior communication skills, written and verbal
- Demonstrated ability to plan, organize and prioritize work in a fast-paced and demanding work environment
- Demonstrated ability to use data and trends analysis to inform service planning and interventions
- Demonstrated ability to use evidence informed principles
- Demonstrated ability to quickly assess complex situations and make sound decisions that minimize risk to children and the agency
- Demonstrated understanding of 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:** \$112,805 to 137,806

Applications, **quoting competition number M2601**, no later than January 30, 2026, may be submitted using one of the following methods:

E-mail: [khcas.hr@khcas.on.ca](mailto: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.