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Executive Director, Kawartha-Haliburton Children's Aid Society



Since 1892, the Kawartha-Haliburton Children's Aid Society (KHCAS) has played a vital role in strengthening families across its service communities. Working in partnership with parents, caregivers, and community organizations, KHCAS supports healthy child and youth development and addresses issues that impact children's safety and well-being. Operating under the Child, Youth and Family Services Act, 2017 (CYFSA), the Society serves the City and County of Peterborough, the City of Kawartha Lakes, and Haliburton County.

KHCAS is seeking a visionary Executive Director (ED) to provide strategic leadership, ensure service excellence, and champion the organization's mission, vision, and values. This role is responsible for organizational stewardship, operational oversight, and partnership-building to ensure KHCAS continues to fulfill its mandate and advance best-in-class child welfare practice.

Key Responsibilities

Strategic Alignment

- Provide leadership across the full spectrum of child welfare services, ensuring evidence-based practice, innovation, and high-quality service delivery.
- Foster a workplace culture grounded in the Society's Mission, Vision, Values, and Strategic Plan.
- Develop policies, budgets, and strategic recommendations for Board approval.
- Maintain strong communication with staff, government partners, and community and labour stakeholders to build awareness, collaboration, alignment, and support for the Society's work.
- Establish systems to monitor, evaluate, and enhance program and administrative effectiveness and service quality.

Governance

- Present annual budgets to the Board of Directors, clearly demonstrating alignment with organizational goals and the Strategic Plan.
- Ensure effective implementation of budgeting, planning, and accountability systems, providing regular reporting to the Board.
- Provide Board members and committees with high-quality information, analysis, and administrative support to enable sound governance and long-term planning.
- Participate as an ex officio, non-voting member of the Board and designated committees.
- Keep the Board informed of progress, evaluations, developments, and emerging risks.

Operational Management

- Implement approved policies, objectives, programs, and services in compliance with the CYFSA and organizational by-laws.
- Lead and support employees by modelling inclusive, equitable, and diverse leadership practices.
- Oversee program and service delivery to ensure efficiency, effectiveness, and alignment with the business plan, budget and MCCSS regulations.
- Delegate responsibilities effectively across the senior leadership team.
- Ensure compliance with MCCSS and other external body's reporting requirements, representing the Society's operational and financial performance and needs.
- Collaborate with the MCCSS and sector partners on joint initiatives and quality-improvement efforts.

Resource Management

- Provide strategic leadership in the stewardship of human, financial, information, and physical resources.
- Ensure Human Resources systems, including recruitment, compensation, benefits, and training, advance the Society's equity-driven values and organizational vision.
- Oversee information systems to ensure they meet business needs while protecting confidentiality and privacy.
- Lead the development of the annual budget and ensure strong financial monitoring and expenditure controls.
- Oversee procurement, contracts, and vendor management to support operational effectiveness.

Relationship Building

- Represent KHCAS with stakeholders - including community partners, government officials, the media, and the public - particularly on sensitive or high-profile matters.
- Build and strengthen relationships with other child welfare agencies and community partners to enhance services for children, youth, and families.
- Work collaboratively with Indigenous communities to support culturally informed, responsive service delivery.
- Maintain the confidence of service recipients, staff, the courts, government partners, and the broader community through transparent and ethical leadership.

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Compensation: \$160,875 - \$190,040

Ideal Candidate Profile

The ideal candidate is a strategic and collaborative leader who brings integrity, vision, and a deep commitment to child safety and family well-being. They lead with empathy and accountability, foster strong relationships with diverse stakeholders, and champion equity, inclusion, and anti-oppression principles in every aspect of organizational life.

Requirements

- A Master's degree in Social Work or an equivalent combination of education and experience, with a minimum of five years of progressive leadership and administrative experience in the child welfare sector.
- Extensive knowledge of child welfare services, the CYFSA, and the broader service community, with a demonstrated commitment to best practices and innovative service delivery.
- Strong managerial experience, including program, financial, and human resources management, and a collaborative leadership style that builds trust and partnership.
- Demonstrated experience in union management and collective agreement administration.
- Exceptional facilitation, presentation, communication, and listening skills, with the ability to build effective working relationships across diverse stakeholder groups.
- A deep understanding of anti-oppression values, including knowledge of the culture and history of Indigenous peoples and other equity-seeking communities.

How to Apply

If you are interested in pursuing this exciting opportunity, please apply online [here](#). For more information or to ask any questions, please contact Bola Moradeyo at bmoradeyo@kbrs.ca.

Diversity and Accessibility Statement

Kawartha-Haliburton Children's Aid Society is committed to being an organization where diversity and different perspectives are valued. They strive to be an organization that is inclusive, supportive, and reflective of the communities and organizations they serve and encourage applications from candidates who identify as part of a traditionally marginalized community.

KBRS will provide support in its recruitment processes to applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodation to participate as a candidate in the recruitment process, please contact accommodate@kbrs.ca or communicate your needs to our team.