



*Niijaansinaanik Child and Family Services is a provincially designated Child Well-Being Agency that provides Prevention, Protection, and Child and Family services that reflect values, beliefs and principles rooted within the Anishinabek culture. We serve the communities of Wahnapiatae, Dokis, Henvey Inlet, Magnetawan, Shawanaga, and Wasauksing First Nations.*

**DIRECTOR OF SERVICES**  
**FULL-TIME 6 MONTH CONTRACT**  
**(with possible extension)**  
**Competition #06-0001**

Reporting to the Executive Director, the Director of Services providing strategic and operational leadership on all aspects of Prevention and Child Welfare Protection Services for the Agency. Director of Services is responsible for ensuring that the Agency consistently provides and develops comprehensive, competent, relevant and effective child welfare services for First Nation children, families and their communities. This position will efficiently manage, supervise, direct and develop all aspects of direct client services for the Agency. The Director of Services may be appointed as Local Director as set out in the Child and Family Services Act Part I Flexible Services Section 16. This position will ensure that all programs and services contribute significantly to the achievement of the mission, vision, values and strategic directions of Agency services.

**Salary: \$138,835.00 to \$168,914.00**

**Compensation Includes:** OMERS Pension Plan (option), Statutory and Agency Holiday leave, Employee Assistance Program, and more

<p><b>Qualifications</b></p> <p><b>Minimum Education</b></p> <ul style="list-style-type: none"><li>Degree in Social Work (Masters degree preferred)</li></ul> <p><b>Minimum Experience</b></p> <ul style="list-style-type: none"><li>Minimum 10 years Child welfare protection experience within First Nation communities.</li><li>Direct management and administration experience in a child welfare protection organization</li><li>Experience working within culturally appropriate service models for First Nations people</li><li>Experience working with elders, Healers and contemporary helpers</li></ul> <p><b>Knowledge Requirements</b></p> <ul style="list-style-type: none"><li>Knowledge of Niijaansinaanik Child and Family Services programs and services</li><li>Respect, sensitivity, knowledge and understanding of the Anishinabek culture and the Seven Grandfather Teachings</li><li>Knowledge of First Nation service delivery, customs, and traditions in responding to child welfare</li></ul> <p><b>Other Requirements</b></p> <ul style="list-style-type: none"><li>Satisfactory Police Records Check (as directed by agency)</li><li>Class ‘G’ Ontario Drivers licence, access to a vehicle and ability to travel</li><li>\$1M auto insurance liability coverage</li><li>Three year (3) uncertified Drivers Abstract</li></ul> <p><b>Work Site Location</b></p> <ul style="list-style-type: none"><li>North Bay</li></ul>	<p><b>Key Job Functions</b></p> <p><b>Program Support and Supervision</b></p> <ul style="list-style-type: none"><li>Planning, Development and implementation of policy procedures an practice community relations and administration and reporting as required.</li><li>Ensure all provision of services and case management practices appropriately incorporate the enhancement and development of a positive cultural identity for the children, families and communities served.</li><li>Ensure the development and consistent supervision of thorough and relevant assessment, planning, action and evaluation of all children and families being served by the Agency from the point of referral to closure.</li><li>Consistently adhere to Agency mission, Ontario Child Protection Standards 2007, best practice standards, rules, policies and procedures to promote effective casework practices.</li></ul> <p><b>Manage Unit Programs and Services</b></p> <ul style="list-style-type: none"><li>Ensure the Agency consistently provides comprehensive, competent, relevant and culturally appropriate services.</li><li>Coordinate and facilitate various internal meetings to monitor, recommend improvements and implement services.</li><li>Research, develop and implement service models for all current Agency programs.</li><li>Develop and monitor service policies and procedures.</li><li>Coordinate training for clients, First Nation communities, Alternative Care Providers and service providers as needed.</li></ul> <p><b>Leadership in Child Welfare</b></p> <ul style="list-style-type: none"><li>Create a work environment that supports the achievement of the Agency’s mission and promotes excellence in direct practice.</li><li>Develop a supportive and caring work environment to keep staff engaged, involved and invested in their work.</li><li>Demonstrate various types of power, authority and influence available to supervisors and their potential effect in leading the team and individual staff.</li></ul>
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Niijaansinaanik is committed to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Accommodation is available upon request for candidates to take part in the recruitment process. Please self-identify, preference will be given to applicants of Indigenous ancestry.

**\*Detailed Job Description are available upon request\***

**Human Resources**  
Niijaansinaanik Child and Family Services  
15 Charlie’s Bay Road, Dokis First Nation, ON P0M 2N1  
[careers@niijcfs.com](mailto:careers@niijcfs.com)  
NIIJCFS.COM

Application deadline for this position’s vacancy is:  
**OPEN UNTIL FILLED**