



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 Wahnapiitae, Dokis, Henvey Inlet, Magnetawan, Shawanaga, and Wasauksing First Nations.

**MANAGER OF PROTECTION SERVICES
PERMANENT FULL-TIME
Competition #04-0003**

Reporting to the Director of Services, as a member of the Services Management Team, the Manager of Protection directly supervises all team functions. The Protection Manager supervises and coordinates the efforts of the Child Welfare teams within their regions and ensures their efforts are in alignment with the Agency's strategic planning, policies and procedures as well as the legal framework of the Child and Family Services Act and First Nation standards of practice.

Salary: \$115,987.00 to \$135,688.00

Compensation Includes: OMERS Pension Plan, Health and Dental Insurance Benefits Plan, Statutory and Agency Holiday leave, Competitive Vacation, Employee Assistance Program, and more

This opportunity is for an existing vacancy

<p><u>Qualifications</u></p> <p>Minimum Education</p> <ul style="list-style-type: none"> • Post secondary degree/diploma in Social Services or related field with three (3) + years of experience at Managerial level • Bachelor of Social Work, Honours BSW is considered an asset. • A Master of Social Work Degree is preferred <p>Minimum Experience</p> <ul style="list-style-type: none"> • Five (5) years' direct experience working with children and families involved in child welfare protection. • Three (3) years experience in a social services organization developing and delivering cultural programs and services; Experience working with Aboriginal people, organizations, and communities • Three (3) years' direct management and administration experience in a child welfare protection or social service agency. <p>Knowledge Requirements</p> <ul style="list-style-type: none"> • Knowledge of Niijaansinaanik Child and Family Services programs and services • Respect for, sensitivity towards as well as knowledge and understanding of Anishinabek culture, traditions and the Seven Grandfather Teachings • Knowledge of First Nation communities and structures • Knowledge of local services available to children and families • Knowledge and understanding of the Child Youth and Family Services Act • Excellent case management and coordination skills • Excellent computer skills and MS Office software <p>Other Requirements</p> <ul style="list-style-type: none"> • Satisfactory Police Records Check (as directed by agency) • Class 'G' Ontario Drivers licence, access to a vehicle and ability to travel • \$1M auto insurance liability coverage • Three year (3) uncertified Drivers Abstract 	<p><u>Key Job Functions</u></p> <p>Program Support and Supervision</p> <ul style="list-style-type: none"> • Supervise and oversee the management of service teams by providing leadership, guidance, coaching, mentoring, support and regular evaluation • 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 • 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 • Consistently adhere to Agency mission, Ontario Child Protection Standards 2007, best practice standards, rules, policies and procedures to promote effective casework practices • Plan, organize, and monitor to ensure that all casework activities are consistent with Ontario Child Protection Standards 2007, legislation, practice standards and regulations, Agency philosophy, policies, procedures, and community norms • Ensure services are provided using family-centered, strengths-based, child-focused practices while assisting families in building their capacities to provide safe and nurturing relationships for children • Develop supervisory strategies to create and sustain a work environment that encourages continuous self-assessment, quality improvement and ongoing staff development • Develop open and effective communications opportunities that ensure feedback and strengths-based communication are used to resolve individual and team performance problems • Advocate for the development of services that embody First Nation customs, traditions and values • Participate in Agency and community strategic and operational planning activities <p>Manage Unit Programs and Services</p> <ul style="list-style-type: none"> • Ensure the Agency consistently provides comprehensive, competent, relevant and culturally appropriate services. • Coordinate and facilitate various internal meetings to monitor, recommend improvements and implement services • Research, develop and implement service models for all current Agency programs • Develop and monitor service policies and procedures • Coordinate training for clients, First Nation communities, Alternative Care Providers and service providers as needed • Ensure Agency compliance with Ministry of Child and Youth Services Serious Occurrence directive and reporting requirements • Ensure the provision of on-call and after-hours service
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<p>Work Site Location</p> <ul style="list-style-type: none"> • North Bay, Eagles Hub Office Location <p>Leadership in Child Welfare</p> <ul style="list-style-type: none"> • Create a work environment that supports the achievement of the Agency's mission and promotes excellence in direct practice • Develop a supportive and caring work environment to keep staff engaged, involved and invested in their work. • Demonstrate various types of power, authority and influence available to supervisors and their potential effect in leading the team and individual staff • Demonstrate how effective leadership can enhance staff performance and successful achievement of Agency and team objectives • Model and demonstrate how regional team meetings can benefit planning, monitoring, problem solving, education, transfer of learning, and maximizing team and Agency development • Schedule regular auditing and assessment of all service delivery activities and documentation 	<p>Manage Unit Programs and Services (Continued)</p> <ul style="list-style-type: none"> • Update staff regarding Agency services • Provide quarterly service reports regarding all services the Agency • Manage case consultation for contentious cases and ensure supervisors report all contentious cases and apprehensions at any time • Review, discuss and present protocols with Agency Supervisors, First Nations, Child Welfare Committee and collateral agencies
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Nijaansinaanik 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

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Application deadline for this position's vacancy is:
May 1, 2026