

Job Posting #	2024-02
Title:	Community Engagement Analyst
Classification:	Professional
Employment Duration:	Permanent, Full-time
Salary Range:	\$85,192 - \$106,531
Location:	Toronto, ON

The Ontario Association of Children's Aid Societies (OACAS) has represented Children's Aid Societies in Ontario since 1912, enhancing and promoting the welfare and well-being of children, youth and families in Ontario by providing service and advocacy in the areas of government relations, public education, training, information and knowledge management, and event planning. OACAS works to create a highly effective system of services for children which has the confidence of Ontario families and communities.

Reporting to the One Vision One Voice (OVOV) Manager the Community and Engagement Analyst will lead OVOV's community engagement strategy and communication activities. The position is responsible for leading and establishing relationships with key stakeholders across the province.

The position will also work with the Communications and Government and Stakeholders Relations Department at OACAS to utilize communications strategies as a critical engagement tool and ensure all OACAS messaging is aligned.

In order to address the unique needs and concerns of Black children, youth and families, individuals who self-identify as African, Black or Caribbean persons (e.g., African and African descended people from the Caribbean, North America, Europe, Latin America) are encouraged to apply for this role.

Duties and Responsibilities:

- Develops and leads engagement strategies to build partnership and relationships with key stakeholders through alignment with the strategic direction of OACAS in relations to OVOV's key priorities.
- Plan and carry out OVOV community engagement and communication plans, working collaboratively with colleagues and community stakeholders to ensure best practices are alignment with building community capacity and community links.
- Lead and foster collaborative stakeholder engagement activities and events for the OVOV program, including in-person and virtual engagement sessions, webinars, etc.
- Intervenes in complex, sensitive or high-profile disputes between key stakeholders, member agencies and community-based groups/organizations to facilitate successful outcomes for Black children, youth and families.
- Conduct environmental scans to identify and analyze emerging issues and their impacts and develop, assesses and recommends possible solutions.

- Utilize a high level of judgement around issues pertaining to anti-Black racism and inequitable outcomes within child welfare
- Identify resources and emerging best practices in community engagement.
- Provides expert interpretation and advice on issues related to anti-Black racism to member agencies and staff within OACAS.
- Facilitates the development and growth of working relationships between OVOV, member agencies, Black led organizations and Black communities with a focus on service delivery and accountability measures.
- Develops creative content for a public engagement campaign for the OVOV program using a variety of OACAS platforms such as internal and public websites, social media, annual reports, advertisements, community events, brochures, forms and manuals.
- Leads the implementation of the African Canadian Service Frameworks in Child Welfare agencies across the province, by conducting outreach to community-based groups.
- Leads the planning, organizing and facilitating of events for African Canadian youth, including the Power Up Youth Symposium, and the OVOV Youth Action Committee
- Acts as primary point of contact for media and social media inquiries and provides analysis and metrics.
- Identifies quality improvement processes, methods, systems and analysis, using a best practices approach and evidence informed decision making.
- Performs other duties as assigned.

Qualifications:

Education and Experience

- Post-secondary education in Social Sciences, Social Work, or Communications
- A minimum of five (5) years of progressive experience in community stakeholder relations, with an emphasis on equity, inclusion, diversity, anti-Black racism, strategic communications, internal and member stakeholder relations preferably in a child welfare, not-for-profit or related environment; OR
- Equivalent combination of education and experience to successfully perform the essential duties of the job.

Knowledge and Skills:

Leadership and Communication Skills

- Ability to intervene effectively in complex, sensitive, high-profile and system wide related issues within child welfare while maintaining confidence and credibility with all involved parties.
- Possess strong negotiation and influencing skills to counsel, guide and persuade parties towards positions, approaches, and methods to resolve conflict.
- Demonstrate understanding and can apply sophisticated training and facilitation techniques in the delivery of training programs to support embedding equity, inclusion, anti-oppression, and anti-Black racism theories within child welfare at the local, provincial and national level.
- Excellent, demonstrated written communication skills to write clear, concise documents such as reports, consultation papers, issue notes and responses to information requests.

- Excellent, demonstrated oral communication and presentation skills to facilitate, present and conduct consultations, focus groups, webinars, training and development.
- Strong knowledge of communications theories, practices and techniques within the not-for-profit sector.

Engagement and Outreach Skills

- Strong knowledge, understanding and experience working with Black communities including knowledge of intersectional theory and practices.
- Excellent analytical skills and judgment to interpret and assess information, determine significance and relevance, identify implications, and recommend how, to whom and in what format it should be distributed.
- Strong interpersonal, collaboration, teamwork and relationship management skills to interact effectively and build and nurture effective working relationships with internal colleagues, member agencies, colleagues in other jurisdictions, partners and stakeholders.
- Ability to be flexible and agile to adapt to a rapidly changing environment.
- Progressive experience in community engagement, with an emphasis on intersectionality and building community capacity.
- Identifies quality improvement processes, methods, systems and analysis, using a best practices approach and evidence-informed decision making.
- Ability to multi-task in a fast-paced environment and respond quickly and professionally under pressure and in crisis situations.
- Proficiency in commonly used social media, communications and marketing-related software.
- Proficiency in full suite of Microsoft Office products.
- Other duties as required.

Assets

- Bilingual English/French
- Knowledge of an Indigenous Reconciliation for Child Welfare

Working Conditions

May involve some physical and/or psychological risk which could result from unavoidable exposure to dangerous situations or hazardous, disagreeable or uncomfortable working conditions.

APPLY ONLINE at

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=5504a194-52e8-4f07-ae3b-2acc61f702f0&cclid=19000101_000001&lang=en_CA
by 5:00 p.m. on Wednesday, October 2nd, 2024. Please attach a cover letter and resume in one file.

We thank all candidates for their interest; however, only those considered for an interview will be contacted. OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all

qualified candidates, without regard to race, colour, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, aboriginal status, age or disability.

Accommodation at OACAS

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code.

Applicants are required to make any accommodation requests for the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-3677 or hr@oacas.org.

Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.