

## **PCAS24-067- Supervisor, Youth Success 16+ - Youth Success and Innovation Branch (2 Year Contract)**

**Job Title:** Supervisor, Youth Success 16+

**Department:** Youth Success and Innovation

**Location:** Peel CAS, 25 Capston Dr. Mississauga, Ontario

**Application Deadline:** October 15, 2024

**Hourly Grade:** 5 Non-Union (\$53.34 - \$66.00)

*Please note: contract duration may be subject to change.*

### **Role Overview**

Reporting to the Youth Success and Innovation Director, the Supervisor - Youth Success 16+ is responsible for overseeing and managing the Ready Set Go (RSG) program and Voluntary Youth Services (VYS) in alignment with Ministry regulations and directives. These programs provide transitional support for youth aged 16-23, helping them transition to independent adulthood. This role ensures that all services and support meet Ministry requirements while addressing the unique needs of youth as they prepare for independence.

As the supervisor, you will lead a team of Child Protection Workers and Independence Workers, ensuring the effective delivery of services under the RSG and VYS programs. You will provide leadership to align program activities with Ministry expectations, develop strategies to support youth success, and ensure compliance with regulatory directives.

Additionally, you will guide and support staff in managing VYS Agreements, ensuring effective oversight and delivery of services for youth under these agreements.

### **PRINCIPLE RESPONSIBILITIES:**

#### **Leadership & Accountability**

- Oversee and manage the Ready Set Go program, ensuring full compliance with Ministry regulations and directives.
- Provide leadership and clinical consultation to align RSG services with Ministry expectations, supporting youth aged 16-23 in their transition from care to independence.
- Guide and support staff in managing VYS Agreements, ensuring compliance and effective service delivery for youth under these agreements.
- Supervise and mentor a team of Child Protection Workers and Independence Workers, ensuring high-quality service delivery in compliance with regulatory requirements.

#### **Program Development & Service Delivery**

- Lead the development of strategies and programs under the RSG initiative, ensuring youth are fully supported in their transition to adulthood.
- Collaborate with internal teams and community partners to deliver comprehensive services that meet youth needs and Ministry expectations.

- Identify service gaps and develop innovative solutions to ensure youth have the support they need to thrive as they transition from care.

#### **Team Leadership & Collaboration**

- Provide clinical supervision to ensure Child Protection and Independence Workers apply Signs of Safety and equity-based practices in their service delivery.
- Foster collaboration with internal and external stakeholders, ensuring a holistic approach to supporting youth success.
- Promote a strengths-based, inclusive approach to service delivery, ensuring compliance with Ministry directives while fostering positive outcomes for youth.

#### **Diversity, Equity & Inclusion**

- Ensure services provided through RSG and VYS Agreements are inclusive, equitable, and culturally responsive, particularly for youth from marginalized or overrepresented communities.
- Uphold the agency's commitment to anti-racism, anti-Black racism, and Truth and Reconciliation, addressing disparities in service delivery for youth transitioning from care.

#### **Supervision & Case Management**

- Oversee case management to ensure Child Protection and Independence Workers accurately assess risks, address safety concerns, and comply with Ministry guidelines.
- Lead the development of early help prevention strategies aimed at strengthening family relationships and supporting youth reintegration.
- Ensure all youth receive appropriate resources for education, career readiness, and life skills development as they transition out of care.

#### **Additional Duties**

- Perform other tasks as required to ensure successful outcomes for youth and compliance with Ministry directives.

### **JOB SPECIFICATIONS/COMPETENCIES**

#### **Leadership & Compliance**

- Strong leadership in overseeing the Ready Set Go program, ensuring full compliance with Ministry regulations and directives.
- Proficient in managing VYS Agreements, ensuring services meet the needs of youth under these agreements.

#### **Program Development**

- Ability to develop and implement programs in alignment with Ministry expectations, ensuring youth aged 16-23 receive the necessary support for a successful transition.

#### **Service Orientation**

- Focus on delivering services that promote youth independence, self-sufficiency, and personal success while adhering to Ministry guidelines.

#### **Collaboration & Partnership Development**

- Collaborate effectively with internal and external partners to deliver comprehensive, culturally sensitive services in compliance with Ministry regulations.

#### **Diversity, Equity & Inclusion:**

- Lead efforts to ensure services are inclusive and equitable, addressing disparities and ensuring all youth receive the support they need.

#### **Coaching & Mentoring:**

- Provide clinical supervision and mentoring to frontline staff, promoting compliance with Ministry regulations and high performance in youth services.

#### **Analytical & Systematic Thinking:**

- Use critical thinking and a structured approach to problem-solving, ensuring all services align with Ministry regulations and support youth success.

#### **Financial & Budget Literacy:**

- Oversee program budgets, ensuring efficient resource allocation in line with Ministry requirements.

#### **Creativity & Innovation:**

- Develop innovative solutions to improve service delivery and outcomes for youth transitioning from care, while meeting Ministry standards.

#### **Personal Growth & Development:**

- Commitment to continuous learning and professional development in child welfare, youth success, and regulatory compliance.

### **QUALIFICATIONS**

#### **Education:**

- Master of Social Work (MSW) degree with at least 3 years of related experience, or a Bachelor of Social Work (BSW) with a minimum of 5 years of child welfare experience, including 2-3 years in a supervisory role.

#### **Experience:**

- Experience in child welfare, youth justice, mental health, and community engagement preferred.
- Leadership experience in youth-focused programs, particularly those involving Ministry regulations, is highly valued.

#### **Working Conditions/Expectations:**

- Attend meetings with internal leadership and Ministry representatives as necessary.
- Participate in agency events and initiatives that support youth success and engagement.
- Provide supervisory coverage to other teams as needed.

#### **HOURS OF WORK**

- 9am-5pm, Monday to Friday
- Working hours may vary and applicants must be flexible to work outside of standard office hours.

#### **WHAT WE OFFER**

- Competitive salary and a generous compensation and benefits package
- Semi-private hospitalization and prescription drugs coverage
- Flexible options for hybrid remote work
- Employee Assistance Plan
- Interactive Employee Wellness Programs
- Extensive Training & Development opportunities
- Introductory Webinars (WHMIS, AODA, Health and Safety)
- Generous Pension Plan through OMERS (part-time and full-time employees are entitled to enroll)
- Onsite Gym
- Staff Lounge

Child welfare is a rewarding career option that enables caring individuals to support the community and make a positive difference in the lives of children, youth, and families. As one of the largest CAS's in the province, we are proud of our ongoing innovation and leadership throughout the sector. Seeing well over 10,000 families a year, Peel CAS has the lowest number of children and youth in care per capita across Canada. 99% of the work we do is with children, youth, and families in their own homes. We are also home to the Child Welfare Immigration Centre of Excellence (CWICE) which is the centralized service in Ontario that supports child welfare organizations on cases involving unresolved immigration, settlement, or border-related issues. In addition, Peel CAS offers

extensive programming dedicated to youth success through our Trailblazers Youth Centre, developed and led by youth to access exceptional services and supports to thrive, belong, build life-long connections and position themselves as leaders.

As an equal opportunity employer, we value Diversity, Equity, and Inclusion (DEI) and Truth and Reconciliation. We are grateful that our workplace diversity is representative of the communities that we serve and are committed to creating an inclusive environment where all employees feel like they belong. Should you require accommodation during the recruitment and selection process please contact us at [tkhaira@peelcas.org](mailto:tkhaira@peelcas.org)

Please apply on our website: [www.peelcas.org](http://www.peelcas.org)