



Niijaansinaanik Child and Family Services

Niijaansinaanik Child and Family Services is a provincially designated Child Well-Being Agency that provides Prevention and Protection, 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.

MANAGER OF RESOURCES FULL-TIME – 24 MONTH CONTRACT Competition # 02-0001

Reporting to the Director of Services, the Manager of Resources is responsible for the Alternative Care, Children Services, Prevention Services and Protection Services Programs. The Manager of Resources will provide coverage for the Manager of Protection when they are absent. The Manager of Resources is responsible for providing direction, coaching and clinical supervision to Team Supervisors on each team relating to all matters relating to child welfare protection service delivery while ensuring that 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 - \$141,116.00

Compensation Includes: Omers Pension Plan Options, Health and Dental Insurance Benefits Plan, Statutory and Agency Holiday Leave, Competitive Vacation, Employee Assistance Program, and more.

Key Job Functions

Program Support and Supervision

- 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.

Manage Unit Programs and Services

- 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.

Leadership in Child Welfare

- 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.

Qualifications

Minimum Education

- Honors Bachelor of Social Work (HBSW).
- A Master of Social Work Degree is preferred and would be an asset.

Minimum Experience

- Five (5) years' direct experience working with children and families involved in child welfare protection.
- Three (3) years' direct management and administration experience in a child welfare protection or social service agency.

Knowledge Requirements

- Knowledge of Niijaansinaanik Child and Family 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 service delivery, customs, and traditions in responding to child welfare.

Other Requirements

- Satisfactory Police Record Check (as directed by agency)
- Class (G) Ontario Driver's Licence, access to a vehicle and ability to travel
- \$1M auto insurance liability coverage
- Three-year (3) uncertified Driver's Abstract

Full job description available upon request and/or hire

Work Site Location:

- North Bay

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 taking part in the recruitment process. Please submit your resume and cover letter citing competition # indicated above. Please self-identify, preference will be given to applicants of Indigenous ancestry.

Human Resources
Niijaansinaanik Child and Family Services
15 Charlie's Bay Road, Dokis First Nation, ON P0M 2N1
careers@nijcfs.com

Application deadline is:

February 26th, 2025, at 4:00 p.m.