



FAMILY &
CHILDREN'S SERVICES
OF THE WATERLOO REGION

Help Today for a Better Tomorrow

Supervisor, Child Protection Services

Family & Children's Services of the Waterloo Region is a community organization legally mandated to respond to and work together with families, their supports, and our communities to protect and care for children who have been abused or neglected, or who are at risk of being abused or neglected.

Our Agency is fully committed to creating a diverse, inclusive, equitable and accessible workplace that supports employees to be authentic and fully engage in shaping a healthy workplace and community where children, youth and families thrive.

Why work for us?

Flexible working model

Flexible work schedules

Casual dress code

Employer paid group insurance health & dental benefits

Employee and Family Assistance Plan

Generous vacation policy

Two float days per calendar year

OMERS Pension, with employer and employee sharing premiums equally

Competitive mileage reimbursement

To continue to support the work that we do, the Agency is looking for a full-time Supervisor, Child Protection Services to join our team.

We are seeking a compassionate and experienced leader to supervise and oversee a team delivering child protection and kin services. The ideal candidate will ensure compliance with organizational policies, CYFSA, Bill C92, and the One Vision One Voice principles, while promoting culturally relevant and equitable services. This role involves reviewing case plans, supporting alternative caregivers, addressing biases and discrimination in practice, and collaborating with colleagues to enhance service delivery. A strong commitment to fostering inclusive, community-driven approaches to child protection is essential.

Knowledge, Skills, and Qualifications:

- Post-secondary Degree (BSW or MSW preferred), a minimum of 5 years' related experience or equivalent combination of education/experience/lived or life experiences (issues facing Indigenous and racialized families)
- Demonstrated knowledge of the CYFSA and Ministry standards
- Strong grounding in Equity and Truth and Reconciliation frameworks in child welfare
- Ability to support the philosophical and service direction of the organization
- Excellent communication skills

- Demonstrated supervisory and time management skills
- Superior administrative management skills
- Demonstrated leadership skills to collaborate within and external to the organization
- Ability to work outside of regular office hours and work flexible hours, as required
- Valid G Ontario Driver's License with access to a reliable vehicle

Employment at Family & Children's Services of the Waterloo Region is conditional upon the verification of credentials and employment, a satisfactory police check, and a satisfactory Child Welfare check.

Salary Range: \$93,718.89 - \$119,236.60 per annum (Management & Excluded, Grade 7)

Hours of Work: 34 hours per week

Application Process:

Interested internal applicants are invited to submit a resume to internal.resume@facswaterloo.org, no later than 4:00pm on April 3, 2025, quoting posting #010-2025.

Interested external applicants are invited to submit a resume to resume@facswaterloo.org, no later than 4:00 pm on April 3, 2025, quoting posting #010-2025.

Diversity, Equity, and Inclusion:

Family & Children's Services is committed to a diverse, inclusive, equitable and accessible workplace. We encourage applications from Indigenous and Racialized people, women, 2SLGBTQIA+ people, and people with disabilities to ensure we get the best, most creative talent on our team. If you feel comfortable making it known, you may choose to self-identify as member of a designated group. Any information directly related to you is kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer.

Accommodation at Family & Children's Services of the Waterloo Region:

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 need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 519-576-1329. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process, which will enable you to be assessed in a fair and equitable manner.