



**OPPORTUNITY**  
(External - Non-union)

<b>DATE OF POSTING:</b>	<b>December 3, 2025</b>
<b>POSITION:</b>	<b>Director of Services, Indigenous Services and Truth and Reconciliation</b>
<b>TERMS OF EMPLOYMENT:</b>	<b>Full-time permanent</b>
<b>JOB CLASSIFICATION:</b>	<b>Non-Union, Management</b>
<b>POSTING NUMBER:</b>	<b>2025 – 33</b>
<b>VACANCY STATUS:</b>	<b>This posting is for an existing vacancy (x1)</b>
<b>START DATE:</b>	<b>To be determined</b>
<b>HOME LOCATION:</b>	<b>Brantford and/or Townsend, with the expectation of travel across the agency jurisdiction</b>
<b>POSTING TYPE:</b>	<b>All applicants must have a First Nations, Metis or Inuit background. This posting has been designated as a position to be filled by a candidate from an equity deserving group (Indigenous).</b>

**EDUCATION AND EXPERIENCE REQUIRED:**

- MSW or equivalent from a recognized University, or equivalent as deemed suitable by the Executive Director
- Valid Driver's License

**RESPONSIBLE TO:** Executive Director

**Position Summary:**

As a member of the Senior Leadership Team and under the direction of the Executive Director, this position supports and leads the implementation of a respectful, holistic, and collaborative service approach to children, youth, and families who identify with First Nations, Inuit, or Métis (FNIM) heritage. The goal is to ensure service delivery aligns with the Truth and Reconciliation Commission's Child Welfare Calls to Action, Child Welfare Sector commitments, the Child,

Youth and Family Services Act (CYFSA), and the Agency's Strategic Direction. This includes modernizing the agency's Indigenous Services model to support the transfer of services to community-based prevention and child well-being and creating a bridge between prevention and protection services to ensure a wraparound approach to Indigenous families, as per Bill C-84.

## **MAJOR RESPONSIBILITIES**

### **As a Leader of Indigenous Services and Truth & Reconciliation Initiatives:**

- Oversees the implementation of the Agency's organization-wide approach to Truth and Reconciliation.
- Develop community partnerships, protocols, and collaborations with FNIM communities to jointly provide culturally relevant services to FNIM children, youth, and families, while supporting the transition of services to child well-being agencies. Analyze data related to the Indigenous community to determine its significance, impact, and relevance to the organization, and advise on appropriate communication strategies.
- Collaborates with FNIM communities to enhance positive working relationships between the agency, other organizations and the community in general, to promote the well-being of FNIM children and youth including consulting Elders, community leaders and other community members regarding community values and customs in relation to planning, development and service delivery.
- Ensure the rights of FNIM peoples to sovereignty and self-determination are respected and guide the Leadership Team in evaluating and implementing necessary structural changes.
- Provide leadership in the creation of an ongoing training and development plan for agency staff to increase understanding of the intergenerational impacts of colonization and residential schools, ensuring work with FNIM families is reflective and respectful.
- Participate in the development of policies and procedures to ensure they reflect the Indigenous service model and honour the spirit of Truth and Reconciliation.
- Collaborates with other Directors of Service for the development of a service delivery model to provide culturally relevant services to FNIM and other equity deserving groups.

### **As a Leader of Child Welfare Services:**

- Administer and co-ordinate the designated services programs of CFSGE.
- Participate in the development and submission of service program proposals to the Executive Director.
- Assist in the planning and preparation of the Agency's budget, particularly as it relates to the service needs of the Agency in their designated area.
- Collaborate with the Senior Leadership team on the development, revision and implementation of policies and procedures.
- Attend and provide leadership to Board of Directors and Committee meetings as required or requested by the Executive Director.
- Maintain close communication with the other Directors to ensure the co-ordination of all child welfare, clerical, financial, and professional services.

- May assume the duties and role of the Executive Director in their absence as directed.
- Provide effective supervision, mentoring and coaching of direct reports including appropriate performance management and monitoring.
- Ensure accurate content and maintenance of the agency's records, reports, and client files.
- Inform the Executive Director about matters which may have important implications for the Agency, or which may require the attention of the Board of Directors.
- Make recommendations to the Executive Director with respect to expenditure of Agency funds and resources necessary for the provision of CFSGE services.
- Develop, lead and maintain service collaborations within community partners, as needed.

**As a Member of the CFSGE team:**

- Work collaboratively with colleagues at all levels within the organization.
- Participate in an annual evaluation of their performance.
- Other duties as assigned.

## **KNOWLEDGE AND SKILLS REQUIRED**

- Individual who identifies with a FNIM community with lived experience within FNIM communities.
- Experience in progressively responsible roles focusing on Indigenous Services in child welfare or a related human or social services field.
- Success in researching, designing, and delivering Truth and Reconciliation change initiatives and organizational development programs.
- Strong foundation of clinical practice and experience in child welfare.
- Knowledge of the Truth and Reconciliation Commission of Canada Calls to Action, Ontario Child Welfare's Indigenous Commitments, Murdered and Missing Indigenous Women and Girls, Calls for Justice and the impacts of colonization and residential schools.
- Knowledge of the One Vision One Voice 11 Equity Practices.
- Thorough understanding of the dimensions of oppression and equity frameworks including anti-racism and anti-oppression.
- Demonstrated knowledge of issues and concerns of equity-deserving groups; specifically, those linked to African Canadian/Black, Indigenous and 2SLGBTQIA+ communities, with an advanced understanding of the dynamics of prejudice and discrimination particularly as it relates to child welfare and over-representation of equity deserving communities.
- Demonstrated experience in group facilitation, leadership in community partnerships, policy and curriculum development.

## **ANNUAL SALARY RANGE**

In accordance with Level 12 – Director of Service salary grid - \$126,702 - \$150,026 annually

*As a condition of hire, selected candidates will be required to provide:*

- Satisfactory Criminal Record Check, Vulnerable Sector Screening, and Internal Child Welfare Check
- Satisfactory Background Checks including Education Verification, Technical Skills Evaluations, Employment References.
- Must be legally entitled to work in Canada, providing satisfactory documentation upon request.
- Must have a valid Ontario “G” class driver’s license, own vehicle and minimum 1-million-dollar liability insurance coverage. Occasional out-of-town travel may be required.

Child and Family Services of Grand Erie is committed to working from an Anti-Oppressive and Equity practice and is dedicated to building a workforce that reflects the diversity of the community in which we live and serve.

If you don’t see yourself fully represented in each requirement of the job description, we still encourage you to apply. Research has shown individuals from underrepresented groups may only apply when they feel 100% qualified. We are committed to creating a more equitable, inclusive, and diverse organization and we strongly encourage all applicants with diverse identities and lived experiences to apply and to please self-identify in their cover letter.

*We are committed to creating an accessible environment for all. Please let us know if you have any accommodation needs.*

*We thank all applicants; however, only those considered for interviews will be contacted.*

**APPLICATION PROCESS:**

Please submit resume and cover letter electronically at:

Email: [employment@cfsge.ca](mailto:employment@cfsge.ca)

**To complete your application for consideration, please include a single sentence statement confirming simply that you do/do not align with the designated criteria of this particular posting in your cover letter.**

**CLOSING DATE:**

**January 4, 2026, at 4:30 PM**