



Metis Child, Family & Community Services (MCFCS) Agency is a mandated child and family services agency with the responsibility to administer and manage culturally appropriate community-based child protection and support services for Metis and Inuit people in Manitoba.

DIRECTOR OF PRACTICE AND INNOVATION

PERMANENT, FULL TIME POSITION

Unionized Organization: This position is Out of Scope
Competition #: MCFCS-DOPI-2018.066
Hours of Work: 7.25 hours per day
Location: Winnipeg, MB

The Director of Practice and Innovation is responsible for the development and implementation of leading child welfare practices within all departments of MCFCS. Direct oversight of staff delivering current and future practice innovations such as the Family Participation Facilitators and Lifelong Connections Workers is central to the role. Further, the role will be responsible for the development of policy and practices or programs which lead towards the preservation within or the return of children to their families of origin, the reduction of children in care and the support of Metis and Inuit people to safely care for their children. This would include initiatives made possible through any future legislative or funding change. The Director will be involved in the application for and acquisition of funding from non-governmental sources for program innovations when necessary and possible. The Director is responsible for tracking the outcomes of any pilot or policy change initiated.

Listed below is a summary of the qualifications and responsibilities of the position.

QUALIFICATIONS

Education

- Master of Social Work with five years child and family services experience is preferred or a BSW with at least seven years' experience.
- Eligible for membership with the Manitoba Association of Social Workers.

Experience

- Seven years social work experience with four years in a senior level or supervisory position in a child and family services system.
- Proven experience in developing strategic plans, operational plans and proposals.
- Experience working with Métis, Inuit and Aboriginal people.

Knowledge, Skills and Abilities

- Demonstrated leadership skills and supervisory experience.
- Demonstrated knowledge of *The Child and Family Services Act*, *The Adoption Act*, its regulations and related Acts and regulations to ensure full compliance.
- Superior human relations skills, including empathy, sensitivity, understanding of human and organizational behavior, motivational techniques and counseling and mediation skills for such purposes as influencing, persuading, motivating, or negotiating with others, and in dealing with highly sensitive issues.
- Ability to develop and implement operational plans to provide for the delivery of consistent and high quality programs and services which support children and their families.
- Ability to confer with and represent the department in meetings with other relevant organizations, departments and with a variety of public, business and community groups and organizations.
- Ability to stay abreast of technological, legal and operational changes that affect the activities and work processes of the Agency.
- Ability to work collaboratively within a team, with other community and related service organizations to achieve Agency goals and objectives.

Prior to commencing employment the successful applicant will be asked to provide satisfactory results of a Criminal Record Check with Vulnerable Sector Search, a Child Abuse Registry Check, Prior Contact Check and a Driver's Abstract upon hire at their own expense. In light of long processing times for these checks we encourage applicants to apply early, as this will reduce wait times to begin employment.

A valid Manitoba driver's license and the use of a personal vehicle are requisites as travel within and outside the city are required. Proof of registration with the Manitoba College of Social Workers is a requirement. MCFCS offers a supportive and progressive work environment, competitive salaries, excellent benefits package and training opportunities.

Please submit your resume under cover letter indicating the competition number:

Human Resources

Email: recruitment@metisauthority.com

Deadline for applications: 8:30 a.m. Tuesday, September 18, 2018

We thank all who apply; however, only those selected for an interview will be contacted. Preference will be given to Metis and Inuit applicants.