



SHEGUIANDAH FIRST NATION JOB POSTING

POSITION	Child Welfare Manager
LOCATION	Sheguiandah First Nation - Administration Office
ACCOUNTABILITY	Director of Operations
EMPLOYMENT STATUS	Full-Time (35 hours/week)
HOURS OF WORK	Regular Office Hours (8:30-4:30pm) Some weekends and flexible after-hours may be required
PREFERENCES	Person of Indigenous descent/ Sheguiandah First Nation Band Member
COMPENSATION	\$70,000.00
TENTATIVE START DATE	ASAP

Position Summary

The Child Welfare Manager is responsible for ensuring the effective delivery of child and family services in accordance with the protocols, bylaws, and policies established by Sheguiandah First Nation Chief & Council. This role includes advocacy, cultural integration, program development, and strategic leadership to support the well-being of children and families in the community.

Essential Functions

- Policy & protocol compliance: ensure all program activities strictly adhere to the protocols, bylaws, and policies established by the Sheguiandah First Nation.
- Child welfare advocacy: maintain up-to-date knowledge of child welfare matters. Represent Sheguiandah First Nation in child protection hearings and advocate for culturally appropriate prevention and intervention strategies that support the well-being of community children.
- Cultural integration: embed Anishinabek cultural values, traditions, and Anishinabemowin (language) into all aspects of program planning and service delivery to reflect and respect community identity.
- Strategic program planning: Establish clear, measurable goals and objectives for child and family services. Identify and coordinate internal and external resources to effectively meet the needs of children and families.
- Service Delivery Oversight: Ensure the consistent delivery of high-quality services, including case management, crisis intervention, and individual counselling. Monitor service providers to uphold standards of care and accountability.
- Operational Management: Apply sound management practices in budgeting, cost control, financial reporting, and strategic planning to ensure efficient and sustainable program operations.
- Policy Development & Implementation: Develop, implement, and regularly review protocols, policies, and procedures that support an integrated and culturally responsive service delivery model.



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- Community Collaboration: Engage in local and regional initiatives that address community priorities and align with the program's mission and values.

Qualifications/Skills

- Preferred Bachelor of Social Work Degree or a minimum of Post Secondary Diploma in Social Services from an accredited university
- Four (4) years of management experience and supervisory experience in child welfare or social services sector.
- Registered member with recognized educational institution or professional association in good standing
- Knowledge of the Ontario Child & Family Services Act (CFSA) and other relevant regulatory and legal requirements
- Knowledge and understanding of child welfare systems
- Proficient in CFSA related court documentation
- Maintain Confidentiality
- Knowledge of Sheguiandah First Nation organization, programs, and resources
- Excellent written and oral communication skills as well as proficiency with Microsoft software
- Current CPR/First Aid Certification
- ASSIST/Safetalk training is considered an asset
- Valid Class "G" Drivers License with access to reliable vehicle
- Fluency in Anishinabemowin or willingness to learn
- Successful candidates must provide a VSC

Vulnerable Sector Screening Check (VSS) Rationale: Sheguiandah First Nation is in a position of trust to its band members and is committed to providing a safe and secure work environment. Individuals employed are required to have a clear record of any changes and convictions relating to any abuse, assault, neglect and theft and any alcohol and/or drug related offences as these individuals may word directly or indirectly with vulnerable clients. The VSS must be current (30 days) and the original document.

Interested applicants must submit cover letter, resume, three (3) current references and education certifications to:

Confidential: Child Welfare Manager

c/o Human Resources

reception@sheguiandahfn.ca



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142 Ogemah Miikan, Sheguiandah, ON P0P 1W0

Phone: (705) 368-2781 Fax: (705) 368-3697

For a job description, please contact hrassistant@sheguiandahfn.ca or by calling (705) 368-2781. Miigwetch to all applicants for their interest, but only those selected for an interview will be contacted.