



FAMILY AND CHILDREN'S SERVICES OF FRONTENAC, LENNOX AND ADDINGTON EXECUTIVE DIRECTOR

Family and Children's Services of Frontenac, Lennox and Addington honours and celebrates the traditional lands as a gathering place of the Original Peoples and their Ancestors. They recognize the longer history of these territories that predates the establishment of the European Colonies. They recognize since time immemorial the roots of the Anishinaabe and Haudenosaunee in these territories and the significant contributions of all Métis and First Peoples from other Nations across Turtle Island that have been and are here today. Indigenous Nations of Turtle Island have had unique practices, values, approaches, and knowledge around raising healthy and thriving children and youth. They acknowledge these practices and the strength and resilience of Indigenous families, communities, and Nations. They recognize the colonial approach to child welfare causes harm to all Indigenous Peoples and communities, and they are open to continuous learning as they strive to change this approach with humility, authenticity, and honouring spirit.

The Organization

At Family and Children's Services of Frontenac, Lennox and Addington (FACSFLA), the vision is to promote and help facilitate having children and youth grow up in their own families, cultures, and communities. Overall, the goal of FACSFLA is to ensure that every child and youth in their care is heard and can experience safety, well-being, and a nurturing environment that is respectful of their heritage and identity. The organization is guided by a strategic plan that includes a focus on family engagement, a sense of belonging for children and youth, redressing racism and oppression in varying societal systems, and an attempt to change the colonial approach that causes harm to First Nations, Inuit, and Métis (FNIM) communities. For more information on the organization, please see: <https://www.facsfla.ca/about-us/>.

The Opportunity

As the organization centres child wellbeing in the context of family, culture, and community, FACSFLA is poised for continuous positive impact. It is within this context that FACSFLA invites applications and nominations for the role of **Executive Director** – a position well-suited to a compassionate and strategic thinker who will ensure that equity and community-solutions are at the forefront of their work.

Reporting to the Board of Directors, the Executive Director acts as chief executive officer of FACSFLA and is responsible for the execution of the board's policy and administrative directives. This includes planning, organizing, coordinating, and managing the operation of FACSFLA's programs and services with the pertinent legislation and within the provisions of the approved annual service plan and budget. Drawing on their expertise as a skilled community-builder and seasoned administrator, the incumbent will drive FACSFLA's mission, vision, its current strategic plan, and any plans that will determine future directions.

Qualifications

Among the qualifications being sought in candidates, the incoming leader must have a deep and abiding commitment to advancing reconciliation, justice, equity, diversity, and inclusion in all its forms. They must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. Importantly, the incumbent will possess a deep understanding of the social services sector and be willing to work in a hybrid environment. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to FACSFLA's environment, the following credentials and/or experience are seen as possible markers of the candidates most likely to be successful in the role: A) Governance experience, with a focus on budgeting, planning, and reporting; B) Organization-wide leadership experience, with experience in building a collective vision for equity; C) Experience with overseeing an organization's strategic mandate, aligning programs and services accordingly, and measuring outcomes following implementation; D) Operations experience, with a focus on iterative refinements on policies and procedures; and E) Community and Ministry relations experience, with a focus on representing FACSFLA to the public, other social service institutions, agencies, and the media.

Equity Statement and How to Apply

To continue their focus on fostering an equitable and inclusive workplace environment for all while recognizing the disproportionate impact on BIPOC families, FACSFLA is partnering with BIPOC Executive Search to ensure an applicant list that is as diverse and as intersectional as possible.

All interested applicants can send their résumé to Candice Frederick by e-mailing cfrederick@bipocsearch.com or can apply through the BIPOC Executive Search mobile app. All interested applicants are encouraged to apply and include notable work they have done to build collective equity visions in organizational spaces.

In accordance with the AODA Act, for applicants living with a disability, accommodation will be provided throughout the search process. Should accommodations be required, please make Candice Frederick aware by using the above address.

The salary for the role of Executive Director will be approximately \$160,000, depending on skills and experience. We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time, only those selected for an interview will be contacted.
