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Chief Executive Officer

Nogdawindamin Family and Community Services

January 2025



NOGDAWINDAMIN
FAMILY AND COMMUNITY SERVICES



The Organization

Nogdawindamin Family and Community Services is a designated Indigenous Child Welfare Agency under the Child Youth and Family Services Act serving member First Nations situated between Sault Ste. Marie and Sudbury. The Agency assists the communities in their responsibility to strengthen families and communities for the safety and well-being of children by providing community-based services grounded in Anishnawbek values.

The organization embraces life and the gifts granted by the Creator, alongside The Seven Grandfather Teachings and have built a foundation of good governance by:

- Fostering and maintaining positive and collaborative relationships by engaging the communities' families and extended families in all aspects of service delivery.
- Maintaining cohesive relationships with First Nation leadership.
- Providing services that reflect the principles of strong partnership among Anishnawbek.
- Building models of collaboration with existing community services.
- Consulting the communities in a comprehensive and meaningful process to ensure their input is respected in service design and delivery.
- Developing working relationships with external partners to achieve their Agency goals.

For further information about **Nogdawindamin Family and Community Services**, please visit their website at <https://www.nog.ca>

The Opportunity

The Chief Executive Officer (CEO) is responsible for the overall direction and effective administration of the Indigenous Child Wellbeing Agency while ensuring high-quality, client-oriented service that is in line with the vision and mission statement of the organization and incorporates The Seven Grandfather Teachings.

Reporting to the Board of Directors, the Chief Executive Officer implements the strategic plan within approved budgetary guidelines, legislative requirements, regulations, policies, procedures, and mission statement of the organization. The new CEO will be an innovative, strategic thinker with the ability to creatively design plans for new and improved services and programs. They will utilize their well-honed management skills to achieve results.

The Chief Executive Officer will be the Local Director as set out in the Child, Youth and Family Services Act.

The position will be based out of the Head Office in Batchewana First Nation.



Mandate

- Create and implement the organization, vision, and direction.
- Develop, lead, guide and evaluate the Senior Management Team.
- Solicit guidance from the Board of Directors; and
- Create an organization that will grow and flourish and enhance the health of the communities' families while honouring the principles of strong partnership among Anishnawbek.

Key Relationships

- Reporting to the Board of Directors, the capacity of the new CEO to build and maintain a wide range of relationships will be crucial.
- A critical aspect of this role is engaging with the internal Senior Management Team, Managers, Supervisors, and other staff members.
- Externally, the Chief Executive Officer will interact with First Nations' Chiefs and Councils, Mamaweswen, The North Shore Tribal Council, Ministry of Children, Communities and Social Services, Association of Native Child and Family Services Agencies of Ontario, Children's Aid Societies, OACAS, Political Organizations, Ministry of Labour, Lawyers, Consultants, other Provincial and Federal departments and other agencies.

Key Accountabilities

- Ensure appropriate systems and structures are in place for the effective management of the Agency and its resources including the employment, development, control, direction, and discharge of all employees.
- Ensure structures and systems for the development, review, and recommendation of new programs, program expansion or program changes.
- Oversee effective, regular strategic planning, needs analysis and the maintenance of appropriate statistics.
- Establish an organizational structure and human resource planning to ensure accountability for fulfilling the mission statement, objectives and strategic plan of the Agency.
- Utilizing inspired leadership, develop, recommend and foster the values, culture, and philosophy of the Agency.
- Communicate with related Indigenous child wellbeing agencies to promote co-ordination and/or planning of local Indigenous child wellbeing services.
- Represent the Agency externally to the community, government, media, and other organizations and agencies.
- Oversee the financials, analyze reports and prepare strategies to resolve financial pressure points.
- Identify alternative sources of revenue for the Agency.
- Review the functions and responsibilities of the Senior Management Team, conduct their annual performance evaluations and oversee their goals for the coming year.
- Report to the Board as necessary regarding the occupational health and safety program.
- Ensure all legal and regulatory documents are completed, as well as monitor compliance with laws and regulations.
- Build trusting relationships with key partners and community members.



Key Functions

The position will include the following responsibilities:

Planning:

- Ensure the Agency's alignment with its vision, mission statement, and strategic plans in collaboration with relevant key partners while ensuring community input is sought and considered from all member First Nation communities.
- Research and review service issues, trends, meeting reports and opportunities to provide recommendations to improve service quality, expansion, service delivery effectiveness, efficiencies as well as develop new programs and funding proposals.
- Identify populations in need of service in consultation with staff and the community.
- Ensure a strong understanding of political, legislative, environmental and macro-economic trends and how they might impact the organization.
- Lead the organization in **implementing** child welfare strategic priorities while **maintaining** continuity of services.

Service Delivery:

- Oversee implementation of the strategic plan by monitoring and ensuring programs and services meet goals and objectives.
- Develop, implement and maintain effective, efficient and high-quality programs and services that comply with all legislative requirements.
- Arbitrate case-related conflict resolution when efforts to resolve the issue at other levels have been unsuccessful following service complaint process, policies, and procedures.
- Increase accessibility to services wherever possible.

Leadership:

- Develop and provide leadership, guidance, direction, and support to Senior Management and staff.
- Encourage all staff to participate in Agency problem-solving and community activities to ensure efficient and effective quality service delivery.
- Develop, encourage, maintain and strengthen teamwork within the Agency.
- Establish and sustain a work environment that promotes and rewards optimal performance, an on-going commitment to excellence and the adoption of strength-based practices.

Community Relations:

- Liaise and consult with the Chiefs and Council of the First Nations and North Shore Tribal Council served by the Agency following the Memorandum of Understanding and community protocols.
- Consult with Elders and community leaders about community values, customs, and traditions to facilitate planning and the delivery of Child, Youth and Family Services to the First Nations communities.
- Foster positive, collaborative working relationships by effectively liaising with other community agencies and the public.



Candidate Profile

The successful candidate will have the following:

Education:

- Master's degree in Human Services or Business/Public Administration.
- Master of Social Work is preferred, Bachelor's degree in the field of Social Work may be considered.
- Extensive experience in child welfare protection as a Senior Executive, collaborating with Senior Management Teams and Boards of Directors, may be considered in place of a Master's degree.

Ideal Experience:

- Five (5) years' Senior Management experience managing programs and services, personnel and finances, preferably in a child welfare protection setting.
- Ten (10) years' child welfare protection or social services experience with Indigenous organizations.
- Previous experience working with various levels of governance including Boards of Directors, Indigenous organizations including First Nation Chief and Councils, Tribal Councils, provincial ministries and federal departments.

Knowledge Requirements:

- Knowledge of Nogdawindamin programs and services.
- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings.
- Understanding of the Employment Standards Act, Ontario Human Rights Act, Occupational Health and Safety Act and other relevant human resource legislation.
- Familiarity with the Child, Youth and Family Services Act and other related legislation.
- Understanding of child welfare systems.
- Awareness of community resources.
- Proficiency in governance within First Nation communities.
- Insight into the communities, family structures, customs, traditions and administrative framework of the First Nations served by the Agency.
- Knowledge of North Shore First Nations.

Competencies and Attributes:

- Strong leadership and management expertise.
- Financial Management and Human Resource Management skills.
- Excellent interpersonal skills.
- Strong research and analytical expertise.
- Skilled in mediation and conflict resolution.
- Excellent facilitation, coordination, assessment and planning skills.
- Highly motivated with the ability to take initiative, meet deadlines and work flexible hours.
- Excellent organizational skills with a strong aptitude for prioritization.
- Excellent written and oral communication skills.
- Strong capability to manage change.
- Ability to thrive under pressure in a fast-paced environment.



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- Skilled in facilitating, leading, and maintaining a multi-disciplinary team.
- Able to manage confidential and sensitive information with discretion and integrity.

Other Requirements

- Proficiency in understanding and speaking Anishinaabemowin is a definite asset.
- Must provide a current Vulnerable Sector Records Police and ***BACKGROUND*** check.
- Must have a Class 'G' Ontario Driver's License, access to a vehicle (\$1M insurance coverage) and the ability to travel.

The Compensation

An excellent compensation package awaits the successful candidate.

How to Apply

Please send your resume in Word or PDF format to: HRCCCanada.GBS.ExecutiveSearch@ajg.com

Copy and paste the following job title and code and place it in the subject line of your email so we can identify the job and confirm receipt of your application: A028981 - Chief Executive Officer – Nogdawindamin Family and Community Services – Executive Search - ON