

Apply By: Monday, July 18, 2022 11:59 pm EDT

 [PRINT](#)

Competition Status: Application Screening

Approximately 68 individuals applied for this opportunity.

We are screening ALL applications received on or before the closing date and rating them against the qualifications outlined in the job ad. Applicants whose resume and cover letter best demonstrate how they meet the qualifications to do the job will be invited to continue in the hiring process.

To learn about our recruitment process, visit our [Hiring Steps](#).

SENIOR ADOPTION LEAD

Organization: Ministry of Children, Community and Social Services

Division: Child Welfare & Protection Division

City: Toronto

Job Term: 2 Permanent

Job Code: 03525 - Executive Officer 3 (B/U)

Salary: \$1,568.10 - \$2,045.83 Per Week*
*Indicates the salary listed as per the OPSEU Collective Agreement.

Posting Status: Open

Job ID: 183866

 [View Job Description](#)

About us:

The Children and Youth at Risk Branch provides policy support on issues related to children's residential services as well as oversees private and intercountry adoptions and post adoption disclosure in Ontario. We empower our staff to strive for the development and delivery of public policy and services that champion Ontario children and families.

As a branch, we:

- Are committed to the responsibilities of being a leader by demonstrating authenticity, accountability and courage.
- lead for the future by embracing positive disruption, a future mindset and by developing each other, every day.
- Are people centered by leading with a common purpose, being inclusive and driving people centered outcomes.
- Offer dynamic and supportive work culture as well as career growth and development opportunities.

OPS Commitment to Diversity, Inclusion, Accessibility, and Anti-Racism:

We are committed to build a workforce that reflects the communities we serve and to promote a diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable workplace.

We invite all interested individuals to apply and encourage applications from people with disabilities, Indigenous, Black, and racialized individuals, as well as people from a diversity of ethnic and cultural origins, sexual orientations, gender identities and expressions.

Visit the [OPS Anti-Racism Policy](#) and the [OPS Diversity and Inclusion Blueprint](#) pages to learn more about the OPS commitment to advance racial equity, accessibility, diversity, and inclusion in the public service.

We offer employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of Ontario's [Human Rights Code](#). Refer to the "How to apply" section if you require a disability-related accommodation.

What can I expect to do in this role?

Applying a clinical and child focused lens you will:

- Lead the review of applications, placement proposals, placement progress reports, Reports on the Adjustment of the Child in the Home, adoption homestudy assessments, and all other documentation for clinical soundness and compliance with applicable legislation.

- Lead the provision of clinical expertise to inform licensing staff reviews and recommendations.
- Support interviews of potential licensee and adoption practitioner applicants,
- Oversee the orientation, provision of advice, direction, clinical consultation and liaison services to adoption licensees/agencies, approved adoption practitioners, and community stakeholders.
- Conduct training, orientation, educational workshops for private adoption agencies/licensees, approved adoption practitioners, mentees, and professional stakeholder groups, supporting compliance with legislation and regulations.

How do I qualify?

Mandatory

You are a member of/or eligible for membership in the Ontario College of Social Service Workers and Social Workers (OCSWSSW).

Clinical Technical Knowledge

- You have significant technical knowledge acquired through clinical practice and/or social work practice working with families and children in the field of adoption and/or other fields related to children.
- You have demonstrated knowledge of and expertise in child development stages, trauma and loss, attachment, and cultural competency in adoption and or related clinical fields.
- You have the ability to advise on and apply private and international adoption requirements, including the Child, Youth and Family Services Act (CYFSA) and the Intercountry Adoption Act (IAA), with a fulsome understanding of The Hague Convention on Protection of Children and Co-operation in Respect of Intercountry Adoption.
- You have knowledge in clinical case management, clinical assessment, dispute resolution and counselling skills to oversee the timely and sensitive management of adoption files.
- Knowledge of performance measurement methods, quality assurance and benchmarking to monitor effectiveness, evaluate service and identify trends to support continuous improvements.

Communication & Consultative Skills:

- You can develop and maintain collaborative working relationships with stakeholders. You have relationship management and client service skills to build trust, providing information and advice to effectively resolve problems and concerns.
- You use verbal and written communication skills to consult and conceptualize workable responses and solutions to complicated sensitive issues involving a multitude of governmental and non-governmental agencies/stakeholders.
- You demonstrate sound judgement and strategic communication skills to maintain composure and adjust behaviour to diffuse situations when required, amending your communication style to effectively support clients.
- You have presentation, facilitation and training skills to develop and present professional development sessions for adoption practitioners, conduct training sessions for community partners, and to coach adoption practitioners

Organizational & Analytical Skills:

- You have organizational skills to coordinate a high volume, time sensitive team work-load, in a fast-paced, deliverable-based work environment.
- You can utilize research, analytical and evaluation skills to evaluate the work of adoption professionals, conduct file audits and contribute to branch/ unit program development.
- You can analyze, develop and interpret statistical data to assess the need for procedural changes, prepare and present detailed reports and recommendations to improve service delivery and substantiate decision-making.

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Additional Information:

- Address:**
- 1 Permanent, 101 Bloor St W, Toronto, Toronto Region, Criminal Record Check
 - 1 Permanent, 101 Bloor St W, Toronto, Toronto Region, Criminal Record Check

Compensation Group: Ontario Public Service Employees Union

Schedule: 6

Category: Health and Social Services

Posted on: Thursday, June 30, 2022

Please be advised that the results of this competition may be used to form an eligibility list of qualified candidates to potentially fill future vacancies represented by the Ontario Public Service Employees Union (OPSEU). In accordance with the Collective Agreement, eligibility lists are

shared with OPSEU representatives. By applying to this competition, you are providing consent that your name may be shared with OPSEU representatives.

All external applicants (including former employees of the Ontario Public Service) applying to a competition in a ministry or Commission public body must disclose (either in the cover letter or resume) previous employment with the Ontario Public Service. Disclosure must include positions held, dates of employment and any active restrictions as applicable from being rehired by the Ontario Public Service. Active restrictions can include time and/or ministry-specific restrictions currently in force, and may preclude a former employee from being offered a position with the Ontario Public Service for a specific time period (e.g. one year), or from being offered a position with a specific ministry (either for a pre-determined time period or indefinitely). The circumstances around an employee's exit will be considered prior to an offer of employment.

Remember: The deadline to apply is **Monday, July 18, 2022 11:59 pm EDT**. Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

Job advertisements for positions that have been designated bilingual will be provided in both English and French on the website. Positions that are not designated bilingual are not translated and are displayed in English only on both the English and French versions of the website.

Les annonces d'emploi pour les postes désignés bilingues sont publiées en anglais et en français sur le site Web. Les annonces pour les postes qui ne sont pas désignés bilingues ne sont pas traduites et elles figurent en anglais seulement, tant dans la version française que dans la version anglaise du site.

**The Ontario Public Service is an inclusive employer.
Accommodation is available under the Ontario's Human Rights Code.**

Note: The only website where you can apply on-line for positions with the Ontario Public Service is <http://www.gojobs.gov.on.ca>