

CAREER OPPORTUNITY

Director, Programs & Practice

In the role of **Director, Programs & Practice**, you will play a pivotal role in supporting the organizations missions and goals by contributing to strategic planning efforts and program management. By collaborating with various stakeholders, both internal and external, you will work to ensure effective program coordination and integration. Overall, your leadership, organizational skills, and ability to collaborate will be essential in advancing the organization's objectives and making a positive impact in the community.

You will be responsible for ensuring that program practice standards are aligned with organizational goals and industry best practices. Your role, in collaboration with Program Managers will involve conducting regular assessments of program practices, identifying areas for improvement, and developing and implementing improvement initiatives to enhance program effectiveness and efficiency. You will take the lead on collecting and analyzing data on program outcomes and performance indicators, communicating assessment findings and improvement recommendations to stakeholders, participating in quality assurance processes, and staying informed about emerging trends and best practices in program management to incorporate relevant innovations into program practice standards.

Your leadership and expertise in evaluation methodologies and your ability to translate data into actionable insights will be essential in enhancing program effectiveness and driving positive outcomes and driving continuous improvement in order to ensure the delivery of high-quality programs that are aligned with organizational objectives.

You will oversee and work with Program Managers on all aspects of program contracts, from negotiation to compliance. You ensure adherence to contractual terms, monitor budgets, track timelines, and manage deliverables to ensure timely completion. Mitigating risks associated with contracts and maintaining positive stakeholder relationships are key priorities. Regular reporting on contract progress and addressing any issues or disputes promptly are part of your responsibilities.

As a member of the Senior Leadership Team, you will exemplify the Agency's core values of Community, Compassion, Excellence, Growth, and Respect while fostering teamwork, collaboration, and open communication among staff members. You will support individual staff strengths and initiative while cultivating collaborative relationships with community organizations and maintaining clear communication within your role. Collaborating with the Senior Leadership Team, you will balance program priorities with agency-wide objectives, and work closely with the Executive Director and Program Managers to implement strategic and organizational planning initiatives.

Qualifications for this position include, but are not limited to:

- An advanced degree in social work or a related human service field from an accredited institution, plus two years of post-master's degree experience in family and children's services; OR
- A bachelor's degree in a comparable human services field, plus five years of direct experience in service delivery
- Minimum of five years of experience in a managerial position within a Social Services organization
- Formal training in family systems, mental health, addictions, recovery, anti-violence work and advocacy, supportive intervention work with families, service planning, behavioral strategies, and communication strategies
- Formal training in client and program outcomes, measurement, and evaluation

ADDITIONAL REQUIREMENTS:

- Clean Criminal Record
- Current First Aid Training and CPR
- Must have a valid unrestricted Class 5 B.C. Driver's License\
- A clean driver's record check (annually)
- Must have an available, reliable vehicle and vehicle liability insurance in accordance with Community Services policies and procedures

Maple Ridge/Pitt Meadows Community Services is an accredited, multi-service charity dedicated to providing quality programs and services to Maple Ridge and Pitt Meadows for over 50 years.

Cythera Transition House Society exists to achieve a balance of power in society which, we believe, will bring about an end to violence and abuse of women and children.

Salary Range for this full-time, exempt position is \$100,000 - \$110,000 per annum.

Please submit your cover letter and resume to:

Kristy Rogge, Director of Operations

krogge@comservice.bc.ca

no later than February 22, 2024

We are committed to recruiting a diverse workforce that represents the communities we proudly serve, while encompassing the principles of equity, inclusion and diversity. We strongly encourage applications from people of colour, Indigenous Peoples, persons with disabilities, people of all gender expressions and sexual orientations including queer, trans, and two-spirit people. In our words and actions, we recognize the challenges for those facing inequalities, while acknowledging our privilege, as we continuously strive to remove bias and reduce barriers that individuals may experience in the hiring and job-seeking process. We invite feedback from all applications who apply for roles within the Agency.