



### **The Organization**

Life's Journey Inc. is a non-profit social services agency operating in Winnipeg, Brandon, and Steinbach, providing supports to adults and youth who are impacted by neuro-developmental disabilities including Fetal Alcohol Spectrum Disorder (FASD). Life's Journey provides outreach, residential, and home share services utilizing a blended approach of clinically-founded, culturally responsive, wellness-based social work practice. We are committed to providing accessible supports that meet the needs and celebrates the strengths of our program participants.

Life's Journey's dedicated and compassionate team provides collaborative and dynamic supports in a range of environments. A values-based organization, the team provides respectful, holistic, and culturally competent services to individuals with a positive, strength-based, client-centred approach to wellbeing. <https://lifesjourneyinc.ca/>

### **The Opportunity**

This newly created leadership role reflects the significant growth and development of the agency. Reporting to and in collaboration with the CEO, the Senior Director will be responsible for overseeing program development and delivery, quality control and evaluation of agency programs. The successful candidate will participate in strategic planning, budgeting initiatives and provide leadership, mentoring and coaching to program directors, managers and staff. They will cultivate a respectful work environment and demonstrate high ethical standards and boundaries.

A key member of the Senior Management Team, responsibilities include effective stakeholder and participant communications, fostering teamwork, demonstrating cultural competence, and upholding agency values and integrity.

### **Responsibilities Overview**

- Direct, plan, coordinate and evaluate programs, ensuring that all program goals are established, implemented, evaluated and enhanced over time.
- Conduct gap analysis in terms of services provided, identifying barriers, and make suited recommendations.
- Exercise sound fiscal management and prudent resource management pertaining to operations.
- Responsible for effective employee/labour relations, positive working relationships.
- Responsible for implementation, monitoring and management of quality assurance and all safety protocols.
- Identify new capital needs and lead approval process for government/other requests for major capital funding.
- Facilitate and manage crisis responses and ensure necessary support to staff.
- Ensure the planning, coordination and maintenance of clinical resources and affiliations are managed effectively.
- Provide leadership to managers on clinical issues, treatment plans, professional standards and practices, such as confidentiality, cultural awareness, and wellness initiatives.
- Direct the agency's compliance and service standards according to licensing requirements.
- Represent the agency through inter/intra agency initiatives and public relations, promoting effective cooperation, collaboration, community relations, and networking.

### **Selection Criteria**

- Bachelor's or Master's Degree in a related field and/or equivalent experience in related social service roles, and a neural-developmental, intellectual disabilities and issues.
- Experience managing in a union environment
- 10+ years of progressively senior leadership experience in a related social service environment supporting individuals with disabilities, with the capacity to integrate into and lead a healthy, collaborative organization.
- Knowledge of and expertise in FASD, Community Living Disability Services, Justice, EIA, CFS, Addictions, Trauma and Mental Health.
- Evidence of the ability to influence purpose-driven transformation, mobilize people in support of shared aspirations, develop credible stakeholder relationships, and advocate on behalf of disadvantaged and marginalized people.



**To apply, send resume and cover letter to [Alora@HarrisLeadership.com](mailto:Alora@HarrisLeadership.com) quoting project #40101.**