

## JOB POSTING

<b>POSITION TITLE:</b>	Manager of Prevention Services
<b>COMPETITION NO:</b>	2026-001
<b>REPORTS TO:</b>	Director of Family Wellbeing
<b>CLASSIFICATION:</b>	Full-time
<b>SALARY:</b>	\$89,241-\$112,919 per annum
<b>LOCATION:</b>	Remote/Hybrid, ON
<b>POSTING DATE:</b>	March 23, 2026
<b>CLOSING DATE:</b>	April 6, 2026, by 4:00PM (EST)

The ANCFSAO is a provincial association of member Indigenous Child Well-Being Agencies mandated to build a better life for all Indigenous children through policy development, analyses, research, and advocacy in promoting the delivery of culturally based quality family services to Indigenous populations in Ontario.

This is an existing leadership role within ANCFSAO's Prevention Services unit, responsible for providing provincial coordination and capacity-building support to member agencies and First Nations.

### POSITION SUMMARY

The Manager of Prevention Services provides provincial leadership, coordination, and capacity-building support to ANCFSAO member agencies and First Nations in the design, development, implementation, and evaluation of Community Support Services and Prevention Programs. This role strengthens prevention practice across the sector through training, technical assistance, research collaboration, and culturally grounded engagement.

The Manager oversees the Prevention Services team including the Program Assistant and the Events & Networking Coordinator and works closely with the Family Wellbeing Management team to ensure alignment across ANCFSAO's prevention initiatives.

### KEY JOB FUNCTIONS

- Lead, mentor, and supervise the Prevention Services team while ensuring alignment with ANCFSAO's strategic priorities and provincial prevention goals.
- Coordinate provincial prevention initiatives, networking groups, and communities of practice to strengthen collaboration, shared learning, and sector-wide capacity.
- Develop and support the implementation of culturally grounded prevention standards, tools, training, and practice guidelines for member agencies and First Nations.
- Provide expert consultation, coaching, and capacity-building to agencies on policy development, supervision frameworks, quality assurance, and documentation practices.
- Conduct research, analyze prevention-related data, and prepare reports and recommendations to inform sector planning, indicators, and outcome measures.
- Build and maintain strong relationships with First Nations leadership, Elders, Knowledge Keepers, youth, and provincial partners to ensure prevention services reflect Indigenous worldviews and community needs

## QUALIFICATIONS

- University degree in Social Work (BSW, HBSW, MSW) with 5+ years of experience in child welfare or related sectors.
- 2–5 years of experience coordinating or managing social services or programs.
- Experience working with Indigenous communities, organizations, and leadership.
- Knowledge of First Nation community structures, cultures, and traditions.
- Understanding of relevant legislation, including the Child, Youth and Family Services Act.
- Experience delivering training, coaching, or capacity-building initiatives.
- Strong communication, relationship-building, and facilitation skills.
- Ability to plan, organize, and prioritize a varied workload in a fast-paced environment.
- Proficiency with Microsoft Office; experience with CPIN and legacy IT systems is an asset.
- Fluency in an Indigenous language is considered an asset.

## WORKING CONDITIONS AND LOCATION

- The role is a hybrid position and requires a suitable home office set up.
- Travel is required across Ontario for meetings and stakeholder consultations. A valid Driver's License and safe driving record as well as access to a reliable vehicle is required.
- Clear Police Records Check and Vulnerable Sector Check are required.

All employees with the Association of Native Child and Family Services of Ontario (ANCFSAO) are required to follow the Mission, Vision, and Values of the organization in all circumstances.

## TO APPLY

Please email with the Subject Line, Competition 2026-001 Manager of Prevention Services, along with the following items to [HRGeneral@ancfsao.ca](mailto:HRGeneral@ancfsao.ca) by **April 6, 2026, by 4:00PM (EST)**.

- A cover letter outlining why you are the most qualified candidate for this role including your experience working directly with First Nations, Inuit and Métis Peoples, Communities and Organizations.
- A resume including three (3) work-related references.

ANCFSAO does not use artificial intelligence tools to screen, assess, or select applicants for this position. Incomplete applications will not be considered. Only those selected for an interview will be contacted. Preference will be given to qualified First Nations and Aboriginal applicants. **Please self-identify.**

**A full job description is available upon request.**

We welcome and encourage applications from people with disabilities. Accommodation is available upon request for candidates taking part in all aspects of the selection process.

Our Association is committed to an inclusive and barrier-free environment for all our candidates and employees. Should you at any time have an accessibility need or have any questions regarding the recruitment process, please contact [HRGeneral@ancfsao.ca](mailto:HRGeneral@ancfsao.ca)