

Position Profile



Job Title: Regional Director (One position)

Department/Division/Branch: Families/Community Service Delivery/Regional Social Services

Location: Western Region (Brandon and Dauphin)

Classification: Senior Manager 2, XM2

Employment Type: Regular, Full-Time

Closing Date: January 19, 2021

Position Overview

Reporting to the Executive Director, the Regional Director leads and manages services to adults living with an intellectual disability (Community Living disABILITY Services), children with disabilities (Children's disABILITY Services) and income supports (Employment and Income Assistance). You will act as the final line of decision-making related to critical program and operational decisions.

The Regional Director

- Builds a respectful workplace culture that promotes diversity, learning, and continuous improvement
- Directly manages a team of staff to achieve operational and policy objectives
- Allocates work, supports staff development, and monitors performance
- Leads short and medium term financial, human resource, and business planning
- Oversees the management of all human and financial resources of the region to deliver on operational and strategic mandates
- Establishes collaborative relationships with a variety of internal and external stakeholders
- Responsible for program budget oversight and reporting
- Supports the Executive Director and Assistant Deputy Minister by providing service delivery-related data and trends to support strategic planning and policy development

Skills, Knowledge and Abilities

You will demonstrate the following selection criteria:

- Post-secondary degree in social sciences, health, public administration, or a related field
- Extensive knowledge and experience in social services that includes program delivery, program oversight, evaluation, and financial management
- Proven ability as a leader with a commitment to advance reconciliation, create, support and sustain a diverse and inclusive work environment
- Demonstrated ability to leverage opportunities for innovation, find creative solutions to issues, and successfully manage change
- Experience in financial management activities such as planning, forecasting, budgeting, and expenditure control for program budgets
- Management experience with responsibility for human resources
- Experience with strategic performance management and translating strategic priorities into clear operational and business plans.
- Strong verbal communication skills with experience managing complex internal and external relationships .
- Strong written communication skills with experience writing and or reviewing complex reports and information to support strategic planning and policy development.
- Experience building relationships with community partners and external resources

You will satisfy the following conditions of employment

- Must be legally entitled to work in Canada
- Must have a valid driver's licence, access to a vehicle and the ability to travel within the Province of Manitoba
- Must provide and maintain a satisfactory Criminal Record Check with a Vulnerable Sector search, Child Abuse Registry Check and Adult Abuse Registry Check

Who you are

- You have strong management and leadership skills and thrive in a team environment
- You are an excellent communicator both verbally and in writing
- You analyze complex issues in a logical and methodical manner and present your conclusions effectively to a variety of audiences
- You enjoy working in a fast-paced environment, can manage your time well, and have strong organizational skills
- You are able to work independently
- Have the ability to work with a number of partners in the delivery of social services

What we offer

The Department of Families is committed to fostering an organizational culture that is responsive to staff ideas and innovation, and that supports leadership in the workplace. We focus on the core values of learning and growth, innovation and initiative, integrity, community, reconciliation, and accountability.

A comprehensive compensation and benefits package that includes a pension plan, dental/vision/prescription drug coverage, a health spending account, employee and family assistance, long-term disability insurance, group life insurance, maternity/paternity leave, and optional extended health.

Department Overview

The Department of Families is responsible for a wide range of social services and programs, some of which are delivered directly by Families, while others are provided by community-based partner organizations and agencies. The programs, services and operations are organized into the following divisions:

- Administration and Finance
- Child and Youth Services
- Community Service Delivery
- Corporate Services
- Manitoba Housing and Renewal Corporation

Additional information on the Department of Families can be found in the Annual Report — https://www.gov.mb.ca/fs/about/annual_reports.html

And the Shared Priorities, Sustainable Progress, Families 12-Month Strategy — <https://www.gov.mb.ca/fs/pubs/shared-priorities-sustainable-progress.pdf>

Transforming the Manitoba Public Service

It is an exciting time to be a public servant in Manitoba. We are in a period of profound technological, environmental, and socioeconomic change that compels us to evaluate the nature of our work and the essence of our culture.

[Transforming the Manitoba Public Service: A Strategy for Action](#) was designed to help the public service move forward in a unified way. Created as a long-term strategy to modernize the public service, it guides the transformation of both the work and the culture of the Manitoba public service.

About the Government of Manitoba

The Manitoba government offers rewarding careers to its employees who deliver hundreds of programs and services to the public. The government has a wide variety of departments, reflecting over 700 different types of jobs, located in communities across the province.

We are an employer that has a commitment to integrity, respect, diversity, inclusion and advancing reconciliation. In 2020, the Manitoba government has once again been selected as one of Manitoba's Top Employers, one of Canada's Top Employers for Young People and one of Canada's Best Diversity Employers. The Manitoba government has a committed, caring and creative workforce that is passionate about contributing to and improving services to our communities and the lives of Manitobans.

About Manitoba

The province of Manitoba is home to almost 1.3 million people who have a well-deserved reputation for being among the friendliest in Canada. No matter what your interests are, Manitoba offers everything from Polar Bear expeditions to gallery tours.

Our capital city, Winnipeg, has a population of over 700,000 and is located at the geographic centre of North America. Home to the world-renowned Royal Winnipeg Ballet, the Canadian Museum for Human Rights and the NHL's Winnipeg Jets, Winnipeg is one of Canada's most historic and beautiful cities.

Offering you four distinct seasons and the highest number of sunlight hours in Canada, you are guaranteed to find the life you're looking for in Manitoba.

Come see for yourself!

