
Career Opportunity

Internal/External

Senior Policy and Program Advisor

Full-Time, 3-year Term

Possibility of Extension



Tungasuvvingat Inuit

It is the mission of Tungasuvvingat Inuit (TI) to provide Inuit-specific programs that contribute to the health and wellbeing of Inuit, and to encourage and support similar programs for Inuit across the country. With over 30 years of highly successful experience in crafting the design, development, and delivery of a wide range of effective, client-centered services, TI continues to deliver quality programs and services that directly benefit our growing urban Inuit population.

The Senior Policy and Program Advisor manages designated projects within the province wide Kamatsiarniq Program (child welfare prevention and early intervention) and coordinates and facilitates the design, development and implementation of new policy and program initiatives to achieve the goals of urban Inuit with respect to child, youth, and family services across Ontario, with a particular focus on the child welfare system.

TI is searching for a skilled and experienced candidate to provide project leadership and subject matter expertise in the planning, development, and implementation of policy workplans and strategic initiatives to improve outcomes for Inuit children and youth and their families in Ontario. The incumbent will work closely with internal and external partners to support programming, program expansion, special initiatives, and sustainability planning.

Other key responsibilities of the position include:

- Plan, develop, and implement policy work plans, strategic projects and program initiatives;
- Build and maintain strong positive working relationships and partnerships with Inuit and non-Inuit service providers, children's aid societies, organizations, government departments and stakeholders working in the area of child and youth services;
- Develop program policies, processes and procedures to ensure compliance with mandatory program requirements;
- Develop protocol agreements with children's aid societies and partnership agreements with service delivery partners;
- Plan and carry out community consultations, engagements, and information gathering sessions;
- Conduct qualitative and quantitative research and analysis to support policy development, program design, and TI's advocacy efforts for urban Inuit children, youth and families;
- Establish and maintain working relationships with Inuit youth, elders, and community members.
- Conduct analyses and formulate recommendations/positions as they relate to policy and program development at the provincial and national level;
- Facilitate and coordinate the efforts of various working groups and committees associated with assigned policy and program areas;
- Develop proposals, inclusive of a work plan and budget for funders;
- Participate in and represent TI at various technical tables, working groups, committees and meetings with stakeholders as needed; and
- Consult/collaborate with colleagues within TI, Inuuqatigiit, other urban Indigenous organizations, Inuit Organizations and other relevant bodies working in assigned policy and program areas.

Qualifications

The ideal candidate will have a thorough understanding of the child welfare system in Ontario (including provincial and federal legislation, and child protection processes and procedures, current issues facing urban Inuit children and youth in Ontario, particularly those involved with child protection services), Inuit culture and societal values, and policy development, program design and evaluation principles and techniques.

Excellent researching and analyzing skills, project management skills, interpersonal and communication skills, consensus-building and negotiation skills, problem-solving and time management skills, and organizational skills are necessary.

The ability to work from a strength-based, trauma-informed, and community member centered approach, develop and use performance measurement and program evaluation techniques, use standard office software programs to conduct research and prepare materials such as briefing notes, correspondence, policy papers and presentations are requirements of the position.

A Degree in policy, law, social sciences, or a related field of study is preferred, a master's degree is an asset. Must have five years' related experience in a policy, research, or project/program management role preferably with an Indigenous, public sector or community organization, government, or NGO. Fluency in English is required and the ability to communicate in Inuktitut is an asset. Previous experience working for an Indigenous or nonprofit organization is also an asset.

A combination of related education and experience may be accepted.

Salary and Benefits

- TI offers a starting salary of \$75,000. Employees are provided an exceptional benefits plan which includes major medical and dental coverage for the employee and their dependents, and employee life insurance. TI also offers a Group RRSP benefit plan for eligible staff.
- TI provides paid sick, personal and family sickness leave days, and a 24/7 confidential Employee and Family Assistance Plan.
- Vacation (earn 3 weeks/year).

Deadline for applications is August 8th, 2021.

To apply, please submit your resume and cover letter to careers@tiontario.ca.

Preference in hiring will be given to qualified Inuit candidates, applicants are encouraged to self-identify. The successful candidate for this position will be required to obtain a vulnerable sector check with results that are acceptable to TI. Interested candidates are encouraged to visit our website at www.tiontario.ca to learn more about our programs and services.

Accommodations for applicants with disabilities is available upon request. Remote work is available for candidates living across Ontario.

We thank all interested candidates in advance, but unfortunately, we are only able to respond to those selected for an interview.