



St. Clair Child & Youth Services, Lead Agency for Children’s Mental Health in Sarnia-Lambton, is currently seeking a:

Director of Services
External Job Posting
1.0FTE Permanent Position (35 Hours/Week)
2026-11

ABOUT ST. CLAIR CHILD & YOUTH SERVICES:

St. Clair Child & Youth Services is an accredited children’s mental health centre and the Lead Agency for child and youth mental health in Lambton County. We provide a continuum of high-quality services for infants, children, youth, and their families from birth to age 18. As Lead Agency, we work with partners across Sarnia-Lambton to plan, coordinate, and strengthen a system of care that is responsive, innovative, and accessible for our community.

POSITION OVERVIEW:

As a member of the Senior Leadership Team, the Director of Services provides clinical and operational leadership across assigned programs, balancing strong clinical knowledge with strategic and critical thinking to advance organizational priorities. The Director of Services works with Agency staff and partners to design, implement, and continuously improve programs, policies, processes, and procedures in alignment with Agency vision, values, funding guidelines, funder mandates, accreditation requirements, and community needs. The Director champions an innovative, accountable, and data-informed culture grounded in client- and family-centred care, ensuring that services are effective, equitable, and responsive for infants, children, youth, and families in Lambton County.

Reporting to the Executive Director, the Director of Services is one of three Directors of Services and a member of the Senior Management Team. The Director of Services also engages with the Board of Directors, funders, and community partners as required and represents the Agency and Lead Agency role at planning tables and system-level initiatives

KEY RESPONSIBILITIES:

The Director will:

- Contribute to the achievement of the Agency’s mission, vision, values, and strategic objectives, including Lead Agency priorities and system-level planning.

- Ensure that services and clinical practices are high-quality, evidence-informed, client- and family-centred, equitable, and compliant with ethical, professional, legislative, accreditation, and funder requirements.
- Provide integrated clinical and administrative leadership and supervision to staff, supporting a learning culture, reflective practice, professional growth, and effective performance development and feedback.
- Lead and support staff in managing workload, scheduling, and time-off requests to ensure appropriate coverage, continuity of service, and clear role expectations, in collaboration with Human Resources and other Directors.
- Use data, dashboards, and evaluation findings (including client outcomes and experience) to monitor service trends and equity considerations, and to inform program design, quality improvement, and change initiatives.
- Work with the Director of Finance, other Directors of Service, and the entire Senior Leadership Team to develop, monitor, and adjust budgets so that resources, staffing models, and tools are aligned with strategic priorities, service demand, and quality expectations.
- Prepare and present program funding proposals, business cases, and service summary reports as required by funders, partners, the Board of Directors, and other stakeholders.
- Develop and maintain effective relationships with key partners across health, education, social services, and other sectors, representing the Agency on internal and external committees, working groups, and regional or provincial tables.
- Contribute to a healthy work climate and psychologically safe workplace by proactively identifying and addressing emerging issues, supporting constructive conflict resolution, and modelling inclusive, relational, and accountable leadership.
- Lead by example and set high standards of behaviour, ensuring compliance with Agency policies and procedures, professional codes of conduct, and equity, diversity, and inclusion commitments.
- Manage serious occurrence reporting processes and related follow-up, including analysis of trends and implementation of corrective and preventive actions
- Participate in, and where appropriate lead, Agency and system-level planning activities, including strategic and operational planning, risk management, and emergency preparedness, ensuring effective meetings and follow-through on decisions.
- Ensure compliance with all Health & Safety policies and procedures, including site-specific emergency procedures, and ensure that staff are informed, trained, and equipped to work safely and effectively.
- Provide administrative and program coverage for other Directors and support day-to-day organizational functioning when the Executive Director is unavailable or absent.
- Champion innovation, continuous improvement, and structured change management, using effective communication and staff engagement strategies to support successful implementation.

QUALIFICATIONS:

- Master's degree in social work or a related graduate discipline (e.g., psychology, counselling, child and youth mental health, health administration).
- Registration and good standing with the applicable professional college or governing body, as required by role and legislation.

EXPERIENCE:

- Minimum of five (5) years of progressive supervisory or management experience in infant, child, youth, and/or family mental health or a closely related service setting.
- Demonstrated middle or senior management experience, preferably within child and youth mental health or a related sector (e.g., education, health, social services).
- Proven experience leading change initiatives, including the implementation of new service models and supporting teams through transition.
- Experience in project management, including the planning, execution, monitoring, and evaluation of projects or initiatives.
- Demonstrated experience using data, outcomes, and quality improvement methodologies to inform planning, resource allocation, and decision-making.

SKILLS AND COMPETENCIES:

- Values-based leadership and team-building skills, with the ability to motivate, influence, and inspire others in a client-centred and trauma-informed environment.
- Strong commitment to equity, diversity, inclusion, and cultural safety, reflected in decision-making, supervision, and daily leadership practices.
- Ability to foster a collaborative, respectful, and psychologically safe workplace culture that supports wellness, learning, and reflective practice.
- Strong ability to lead effectively at program, organizational, and system levels, integrating sound clinical knowledge with strategic, analytical, and critical thinking.
- Advanced ability to build and sustain trusting, relational partnerships across disciplines, sectors, and communities, and to work effectively with a wide range of partners and stakeholders.
- Strong knowledge of policy development, program planning, quality assurance, and evaluation processes within community child and youth mental health or related human service settings.
- Advanced knowledge of evidence-informed practice and clinical service delivery for infants, children, youth, and families, including risk assessment and trauma-, equity-, and culturally informed approaches.
- Excellent verbal, written, and interpersonal communication skills, including the ability to communicate complex information clearly, transparently, and compassionately to diverse audiences.
- Ability to supervise, coach, and mentor professional staff in a strengths-based, accountable, and supportive manner.

- Excellent judgment, problem-solving, and conflict-resolution skills, with the ability to navigate complex issues, competing priorities, and sensitive situations in ways that are respectful, transparent, and aligned with organizational values.
- Demonstrated ability to lead and manage change using inclusive and relational approaches, remaining adaptable in evolving environments and clearly articulating the purpose, process, and expected outcomes of change initiatives.

PERKS & BENEFITS:

St. Clair Child & Youth Services offers a comprehensive, competitive total rewards package designed to support your health, well-being, professional growth, and long-term security. Our benefits include extended healthcare and dental coverage, life insurance, accidental death and dismemberment (AD&D), and short-term disability benefits to help protect you and your family when you need it most. We also participate in the Healthcare of Ontario Pension Plan (HOOPP), one of Canada’s leading defined-benefit pension plans, supporting your financial security in retirement. In addition, we provide access to an Employee Assistance Program (EAP), attractive vacation entitlements, and more offerings that promote work–life balance and overall wellness.

We are equally committed to ongoing learning and development, offering regular training opportunities, support for professional development, and a culture that encourages continuous improvement and reflective practice so that you can grow your skills and career over time.

POSTING DATE:	May 25, 2026
POSTING END DATE:	June 9, 2026, at 4:30 PM
LOCATION:	129 Kendall Street, Point Edward, ON, N7V 4G6
WAGE:	\$53.37 - \$62.98/Hour
SHIFT:	35 Hours Per Week
START DATE:	September 2026
PERKS & BENEFITS:	Extended healthcare, dental, life insurance, AD&D, short-term disability coverage, Healthcare of Ontario Pension Plan (HOOPP), EAP & more!

This position advertised is for an existing vacancy.

Interested applicants are asked to apply via email: recruitment@stclairchild.ca by 4:30 PM on the posting end date with “2026-11” as the subject line.

We thank all applicants for their interest in St. Clair Child & Youth Services; however, only those selected for an interview will be contacted.

In accordance with St. Clair Child & Youth Services policy, offers of employment are conditional upon the successful completion of a satisfactory police record check, dated within twelve (12) months of the offer, as well as verification of required education, certifications, and training relevant to the position.

St. Clair Child & Youth Services is committed to equity, diversity, and inclusion. We welcome and encourage applications from individuals from equity-deserving groups, including Indigenous peoples (First Nations, Inuit, and Métis), racialized persons, persons with disabilities, persons of all sexual orientations, and persons of all gender identities and expressions.

We also encourage applications from bilingual candidates proficient in both French and English, as this skill supports communication and enhances service delivery within our diverse community.

St. Clair Child & Youth Services is committed to providing an inclusive and accessible recruitment process. Job applicants are informed that accommodation is available upon request throughout all stages of the hiring process. When an accommodation request is received, the agency will consult with the applicant to understand their specific accessibility needs and determine appropriate accommodation. This may include discussing the nature of the barrier, identifying suitable accommodation options, and confirming the applicant's preferred method of support. The agency will work collaboratively with the applicant and, where appropriate, external support to implement reasonable accommodation in a timely manner and at no additional cost to the candidate, while respecting privacy and confidentiality.