

Ontario Association of Social Workers Chief Executive Officer

Ambitious, values-based, and committed to driving impact: these are but a few words that capture the exceptional character and distinctiveness of the Ontario Association of Social Workers (OASW)—a widely respected professional organization dedicated to supporting and enhancing the practice of social work in the Province of Ontario. Now celebrating 60 years of effecting positive change and with a vibrant membership community of more than 9,000 professionals, OASW remains dedicated to championing social justice and progressive policies, offering extensive membership benefits that include professional development opportunities, and advocating for the interests of members at both provincial and national levels. Rooted in several core values including integrity, courage, and an unwavering commitment to social integration, OASW seeks a new **Chief Executive Officer** to lead the organization at this auspicious time—an organization that continues to positively impact members and communities through its [2022 to 2027 Strategic Plan: Moving Ahead Together](#). Nominations and applications are encouraged and are most welcome.

Reporting to the Board of Directors and overseeing a team of 20 staff, the CEO drives the organization's mission and vision through dynamic and strategic leadership. They are responsible for the operational management of the overall organization, including personnel management, financial oversight, program development, and implementing OASW's strategic plan. The CEO ensures the smooth day-to-day operations of the organization in accordance with the policy decisions of the Board of Directors.

Qualifications

Among the qualifications sought in candidates, the incoming leader must demonstrate a profound commitment to advancing reconciliation and promoting equity, diversity, inclusion, and belonging in all its forms, and must deeply appreciate the diverse and unique lived experiences and identities of OASW's members. They should intrinsically believe in the importance of leading with curiosity, valuing diverse perspectives, and transforming innovative ideas into tangible possibilities. While all candidates are encouraged to apply and, in so doing, share how they see themselves adding value to the organization, the following credentials and/or experiences are seen as possible markers of the candidates most likely to realize success in the role:

- several years of senior leadership experience, preferably gained within the not-for-profit, healthcare, or public sector;

- strong experience in operations, finance, and risk management, coupled with excellent communication skills and a proven track record of implementing strategy and strategic plans;
- direct experience in and/or a strong appreciation for government relations, media work, and public speaking, along with a strong members' services orientation with external audiences and the ability to coach, mentor, and build capacity within internal teams;
- empathy, compassion, and a demonstrated commitment to collaboration, wellbeing, and collective care in the workplace;
- proficiency in both English and French is an asset, with a deep appreciation and respect for the diverse languages spoken across OASW's membership and community, including Indigenous languages, and;
- a registered social worker holding a graduate-level degree in the field, with a doctoral degree seen as an asset.

How to Apply

*Ontario Association of Social Workers is a strong advocate for diversity in all its forms, and encourages applications from Indigenous and racialized communities, women, persons with disabilities, the 2SLGTBQIA+ community, and those of diverse intersectional identities. The organization is partnering with BIPOC Executive Search to ensure an applicant list that is diverse and is as intersectional as possible. **All interested applicants can send their resume to Jason Murray, Melissa Sumnauth, or Haney Mussa by e-mailing hmussa@bipocsearch.com.***

In accordance with the AODA Act, for applicants living with a disability accommodation will be provided throughout the search process. Should accommodations be required, please make Haney Mussa aware by using the above address.

We thank everyone for their expression of interest—and are truly appreciative of the time individuals put into applying—but with the limitations of time only those selected for an interview will be contacted.
