



Children's Aid Foundation of Canada Position Description

Position Title	Director, Innovation, Evaluation and Partnerships	Type	Permanent, full time
Department	Impact	Salary	\$110,000-\$130,000
Reports to	Chief Impact Officer	Updated	July 2024

About the Children's Aid Foundation of Canada

Children's Aid Foundation of Canada is our country's leading charity dedicated to improving the lives of children and youth growing up in the child welfare system. We raise and grant funds and deliver a wide range of high-impact programs and services in partnership with child- and youth-serving agencies across the country.

Our vision is to create a world where the children and youth we serve have the strength and resilience to forge a bright and positive future. Join us and together we will help empower children, youth and families involved with the child welfare system go from surviving to thriving. Last year we supported 16,000+ children, youth and families across Canada.

You picked an incredible moment to join the Children's Aid Foundation of Canada! We are leading a bold and ambitious transformational strategy that will drive growth and awareness and ultimately lead to increased funds to better serve our three priority populations:

- 1) children and families at risk,
- 2) children and youth living in government care, and
- 3) youth transitioning out of care.

To learn more about us, [please visit our website](#).

To better understand our impact, please watch our '[Investing in the Future, Today](#)' video.

The Opportunity

Children's Aid Foundation of Canada's donor community has grown at a rapid pace through the current \$100M Stand Up For Kids-Futures Transformed Campaign. At this exciting time, we're investing further in our impact team's innovation capacity with the Director, Innovation, Evaluation and Partnerships position.

Reporting to the Chief Impact Officer (CIO), the Director of Innovation, Evaluation, and Partnerships will lead the implementation of innovative strategies to enhance the Foundation's impact. They will work with colleagues and partners to define the theory of change, practice of codesign, and framework for research and evaluation for the Foundation with an ongoing commitment to continuous improvement. A significant part of their role includes working with the CIO to articulate the Foundation's role as a national impact accelerator for social innovation in child welfare. The Director will work collaboratively with internal teams and external partners to drive social innovation and ensure the effectiveness of the Foundation's initiatives. The Director will serve as an ambassador to support Children's Aid Foundation of Canada to become a leader in field building for innovation in the child welfare sector nationally and to drive evidence-based practice and scale the impact of the Foundation's initiatives

Key Responsibilities:

1. Strategic Leadership:

- Develop and implement a comprehensive theory of change for Children's Aid Foundation of Canada's initiatives.
- Provide strategic direction and leadership to the impact team, fostering a culture of innovation and excellence.
- Work closely with the CIO to align organizational priorities and ensure effective governance.
- Partner with fellow Directors on the Impact Team to strategize on advocacy for innovative solutions to pressing challenges within the child welfare landscape.

2. Evaluation and Research:

- Oversee the development and co-design of evaluation frameworks and impact measurement strategies.
- Lead the research team to ensure evidence-based decision-making and continuous improvement.
- Implement systems to monitor and evaluate the effectiveness of programs and initiatives.
- Develop and maintain an Expert Research & Evaluation Advisory Table for Children's Aid Foundation of Canada ensuring that the Foundation has intersectional expert input available to support strategic impact projects and innovation field building for the child welfare sector in Canada
- Collaborate with internal teams to integrate impact insights into organizational strategies and operations.

3. Social Innovation:

- Lead the Impact Accelerator to identify, incubate, and scale promising practices in child welfare.
- Drive the development and implementation of innovative programs and initiatives that address the needs of vulnerable children and youth.
- Promote a culture of continuous improvement and innovation within the Foundation and among partners.
- Incorporate knowledge of innovation tools, practices, and design thinking to the Foundation and the Impact Accelerator in particular
- Learn and participate in the ever-evolving Canadian social innovation landscape and best practices in this field globally, including pursuing and/or creating strategic opportunities for Children's Aid Foundation of Canada to lead or take part in knowledge translation activities related to this.

4. Management and Leadership:

- Supervise the Senior Manager of Research and Evaluation, Impact Managers, and other staff as required, including hiring, mentoring, and performance evaluation.
- Oversee the allocation of resources and budget management related to the Impact Accelerator and other strategic research and evaluation activities
- Provide input on organizational strategy and contribute to fundraising efforts through contributing to cases for support related to the Impact Accelerator and other initiatives related to research, evaluation and innovation.

5. Partnerships:

- Develop and implement a framework by which Impact Managers support delivery partners through co-designing programs and evaluation frameworks.
- Designing and implementing a process to direct Impact Managers in the work of building capacity and sharing knowledge among delivery partners through practices such as Communities of Practice.
- Support the development of a regional approach to partnerships with delivery partners across Canada.
- Cultivate and maintain strategic relationships with delivery partners, academic institutions, and organizations in the social impact space.
- Represent Children's Aid Foundation of Canada in working groups related to research and evaluation.

Performs Other Duties and Responsibilities as Assigned.

Qualifications

- Bachelor's degree in a relevant field (Master's degree preferred).
- Minimum of 7-10 years of experience in social innovation, impact measurement, program design and scaling or a related field.

Required Competencies and Skills

- Proven experience in developing and implementing evaluation frameworks and theories of change.
- Strong understanding of child welfare issues and experience working with vulnerable populations.
- Understanding of the education sector an asset (as this position will contribute to Children's Aid Foundation of Canada's Impact Accelerator and Post Secondary Strategy).
- Excellent strategic planning, organizational, and leadership skills.
- Demonstrated ability to build and maintain effective partnerships and collaborations.
- Strong communication and public speaking abilities.
- Passionate about CAFC's mission and committed to making a positive impact on the lives of children and youth.
- Alignment to organizational values: "*VOICE*": Vital learning and innovation; Open Communications; Inclusion and diversity; Care and compassion; Empowering accountability

CAFC as an Employer

CAFC provides equal employment opportunities to employees regardless of their gender, race, religion, age, disability, sexual orientation or marital status. We welcome and strongly encourage applications from equity seeking groups, including members of communities that are overrepresented in the child welfare system. We offer a family-friendly environment that allows for flexible work arrangements in order to support staff diversity and ensure a healthy work-life balance.

Our Values:

- Vital Learning & Innovation
- Open Communication
- Inclusion & Diversity
- Care & Compassion
- Empowering Accountability

We offer: a generous vacation package, plus 3 float days, participation in the OMERS Defined Benefit Pension Plan with contributions matched 100% by the employer, a comprehensive benefits package (including medical, dental, life and disability), Employee Assistance Program and a competitive salary.

CAFC staff are currently working in a hybrid work model, working remotely and in the downtown Toronto office at least 1-2 days a week.

We acknowledge that the Foundation's main office is in Toronto, which is the traditional territory of many nations including the Mississaugas of the Credit, the Anishnabeg, the Chippewa, the Haudenosaunee, and the Wendat peoples and is now home to many diverse First Nations, Inuit and Métis. The area now known as Toronto is covered by Treaty 13. Children's Aid Foundation of Canada is committed to supporting meaningful reconciliation between Indigenous peoples and others in these lands and across Canada.

How To Apply

To apply, please forward a current resume, with a covering letter in one single document, detailing

how your qualifications match this opportunity, to enza@cafdn.org and include "Director, Innovation" in the subject line of your email by August 9, 2024. Applications will be reviewed as they are submitted. You are encouraged to apply early as we are motivated to fill this role as soon as possible.

We thank all candidates for their interest in the work of Children's Aid Foundation of Canada; but only candidates selected for an interview will be contacted. No telephone inquiries please.