



POSITION TITLE:	OPR TRANSITION LEAD
DEPARTMENT:	ALTERNATIVE CARE
REPORTS TO:	SUPERVISOR, ALTERNATIVE CARE (PLACEMENT)
CLASSIFICATION:	ONE (1) FULL TIME CONTRACT VACANCY (12 MONTHS)
FULL SALARY RANGE:	\$79,607.92 TO \$109,961.61*
LOCATION:	DURHAM COMMUNITY HUB, PETERBOROUGH, OR RAMA FIRST NATION, ON
POSTING DATE:	JANUARY 16 TH , 2026
CLOSING DATE:	FEBRUARY 1 ST , 2026

Dnaagdawenmag Binnooijiayag Child & Family Services is a multi-service Indigenous wellbeing agency. We provide a stable foundation for children, youth, and families, through wraparound services that are culturally based, and family focused.

PURPOSE OF THE POSITION

At Dnaagdawenmag Binnooijiayag Child & Family Services, we aim to exit a child or youth from an Outside Paid Resource (OPR) as quickly as possible to promote stability, well-being and healthy development. Timely exits reduce the risk of extended separation from family or community, minimize potential dependency on external services, and help the child or youth achieve a sense of permanency and belonging. Additionally, shortens periods in temporary or unfamiliar settings, thereby reducing stress and trauma, and allows for earlier placement in more suitable, culturally appropriate and stable environments that support their individual needs and long-term outcomes. This leadership role will play an integral part in supporting these efforts.

As a member of the Alternative Care team, the OPR Transition Lead reports to the Alternative Care Supervisor (Placement) and Senior Manager. This is a clinical leadership position dedicated to enhancing the transition process for children and youth exiting OPR programs. The primary focus is to assess the individual needs of children and youth, develop tailored service plans, and coordinate resources to ensure smooth, timely, and suitable transitions. The Lead provides guidance, support, and mentorship to team members, fostering a collaborative approach aimed at achieving better care outcomes and quicker exits from OPR programs.

KEY RESPONSIBILITIES

- Guide and support child & youth services workers, families, First Nations, and community providers in planning and executing safe exits/repatriations from OPRs.



- Collaborate with community supports to facilitate exit planning and post-exit support.
- Ensure all youth in OPR care have high-quality, current, and individualized exit plans.
- Support effective cost management and ensure contract adherence with OPR providers.
- Review and guide clinical planning for children in care, with an outside perspective focused on high-quality, culturally appropriate care.
- Assist in developing and monitoring care, cultural, and reunification plans.
- Attend case conferences, evaluate care quality, and promote best practices.
- Collaborate with stakeholders across child welfare, mental health, youth justice, education, and community sectors to promote high-quality care.
- Process referrals, provide clear information about available services, and assess needs and eligibility.
- Organize coordinated, multidisciplinary care, ensuring timely reassessment, resource optimization, and effective service delivery.
- Monitor and evaluate service provision, address issues proactively, and support continuous quality improvement.
- Assist with policy development and ensure practices align with relevant legislative requirements.

Other Duties:

- Performs other duties as assigned.

POSITION REQUIREMENTS

Education and Experience Requirements:

- At least a Bachelor of Social Work Degree or a similar degree in Human Services in addition to a minimum of five (5) years' experience working with children, youth and families in a similar role.
- An equivalency of education and relevant experience will be considered, which, in the opinion of the Director of Family Wellbeing is an equivalency for the purposes of this position.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing.

Availability Requirements:

- Our office hours are 8:30am - 4:30pm, Monday to Friday, with a one-hour unpaid lunch. However, based on the needs of those we serve, our frontline staff regularly find themselves working outside of these hours, including evenings, weekends, and holidays.

Knowledge Requirements:

- Demonstrated clinical knowledge integrated with a deep understanding of Indigenous



well-being and healing practices.

- Knowledge of trauma-informed care tailored to Indigenous experiences, including historical trauma, intergenerational impacts and cultural resilience.
- A good working knowledge of community services within the Dnaagdawenmag Binnoojiiyag Child & Family Services catchment area and surrounding areas to assist in service provision.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the Sixties Scoop upon them is essential.

Skills & Ability Requirements:

- Strong clinical assessment skills integrated with Indigenous perspectives, ensuring wholistic and strengths-based approaches.
- Proven case management skill and the ability to incorporate plans of care for children and youth with complex needs.
- Critical thinking and empathy to address complex needs and situations.
- Excellent communication skills that foster trust and respect in all interactions and contributes to an integrated and wholistic service delivery.
- Ability to mentor and support staff in applying centered care for children and youth.
- Effective collaboration skills with the ability to lead others towards shared goals and effective service planning and positive outcomes.
- Ensure accuracy, confidentiality and safekeeping of agency records.

Mandatory Requirements:

- Must be willing to work flexible hours including weekends, evenings and holidays as required.
- Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS).
- Able to provide a safe vehicle for use on the job, an acceptable Driver's Abstract, evidence of a valid Ontario Driver's License and of Personal Liability & Property Damage insurance coverage for at least \$2,000,000.00.

WORKING CONDITIONS

- A working location with a hybrid work from home option is available, subject to initial and ongoing eligibility.
- Travel within the catchment area will be required from time to time.
- At our Agency, we actively encourage a healthy work life balance and aim to ensure working hours do not exceed 35 hours per week and/or do not need to be conducted during evenings and weekends. We recognize however, that the needs of the children, youth and families that we work alongside do require services outside of these hours. We have a flexible work policy where we aim to maintain an 8 hour schedule (inclusive of a 1 hr lunch), but there are occasions where such planning is



not possible. In this role, you will need to have flexibility in your work schedule

STARTING SALARY RANGE

- Starting salary is \$79,607.92 TO \$97,505.86 - depending on qualifications and experience.

***PLEASE NOTE:** The full salary range is the total earning potential for this position. Increases are awarded based on your annual performance review.

TO APPLY

- Please email the following to careers@binnoojiiyag.ca
 - Application for Employment (available at www.binnoojiiyag.ca)
 - Please indicate preferred location in your application
 - Resume (include 3 work-related supervisory references)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis, and those with close affiliations.

****FULL JOB DESCRIPTION CAN BE PROVIDED ON REQUEST****