

Family and Children's Services of Frontenac, Lennox and Addington Executive Director

Family and Children's Services of Frontenac, Lennox and Addington honours and celebrates these traditional lands as a gathering place of the Original Peoples and their Ancestors. We recognize the longer history of these territories that predates the establishment of the European Colonies. We recognize since time immemorial the roots of the Anishinaabe and Haudenosaunee in these territories and the significant contributions of the Metis and First People from other Nations across Turtle Island that have been and are here today. Indigenous Nations of Turtle Island have had unique practices, values, approaches, and knowledge around raising healthy and thriving children and youth. We acknowledge these practises and the strength and resilience of Indigenous families, communities, and Nations. We recognize the colonial approach to child welfare causes harm to all Indigenous Peoples and communities, and we are open to continuous learning as we strive to change this approach with humility, authenticity, and honouring spirit.

At [Family and Children's Services of Frontenac, Lennox and Addington \(FACSFLA\)](#), the work begins with a simple but powerful belief: children and youth thrive when they are connected to family, community, culture, and a genuine sense of belonging. Through a child-centred, family-focused, and community-aligned approach, FACSFLA supports children, young people, parents, and families while advancing its commitments to Truth and Reconciliation, equity, and meaningful systems change. Guided by a strategic vision that seeks to strengthen family engagement and foster belonging, FACSFLA is helping to shape a different future for children and youth across the region. It is within this context that FACSFLA invites applications and nominations for the role of **Executive Director**. This is an opportunity for a values-driven leader who recognizes that the safety and well-being of the FACSFLA community and the communities that it serves are not aspirational ideals, but fundamental to its core mission and purpose.

Reporting to the Board of Directors, the Executive Director provides overall leadership to FACSFLA, stewarding the organization's mission, people, operations, finances, partnerships, and strategic direction. Responsible for ensuring the effective delivery of programs and services within a complex legislative and regulatory framework, the Executive Director will foster a culture of accountability, collaboration, and continuous learning across the organization. Working closely with staff, community partners, Indigenous communities, government representatives, and the Board, they will help ensure FACSFLA continues to deliver meaningful support to children, youth, and families while advancing its commitments to belonging, reconciliation, equity, and community. The Executive Director will also serve as a trusted representative of the organization, building and sustaining relationships that strengthen FACSFLA's capacity to respond to the evolving needs of the greater community.

Qualifications

Among the qualifications being sought in candidates, the incoming Executive Director must have a deep and abiding commitment to advancing reconciliation, justice, equity, diversity, and inclusion in all its forms—and must believe, intrinsically, in the importance of leading with curiosity and welcoming ideas that can later be synthesized and turned into possibility. While all

candidates are encouraged to apply and share how they see themselves adding value to FACSFLA's environment, the following credentials and experience are seen as possible markers of the candidates most likely to succeed in the role: A) Governance and fiscal stewardship, with demonstrated experience in budgeting, planning, reporting, and accountability within a volunteer board structure; B) Organization-wide leadership, including experience building collective equity visions and supporting teams through meaningful cultural and organizational change; C) Strategic mandate oversight, with a track record of aligning programs and services to a strategic plan and measuring outcomes through implementation; D) Labour relations and operational leadership, including experience managing a unionized or complex workforce and a commitment to workplace health and wellbeing, and; E) Government and community relations, with the ability to represent FACSFLA to the public, ministry partners, social service institutions, and the media—and to sustain those relationships over time.

The expected salary for this position is approximately \$180,000 CAD per year, commensurate with experience and qualifications.

How to Apply

FACSFLA maintains an ongoing commitment to providing services to children, youth, and families of diverse backgrounds that are free from discrimination, racism, and oppression. FACSFLA also maintains an ongoing commitment to providing equitable access to child welfare services via responsive approaches to the unique identities and needs of the families, children, and youth that they serve. They recognize that a diverse and inclusive workplace is crucial for effective and successful service delivery and maintain an ongoing commitment to creating and sustaining a welcoming and inclusive environment for all persons who interact with them. They acknowledge that the preservation of a respectful culture is a shared responsibility by the employer and the employees, Board of Directors, volunteers, foster parents, FACSFLA service recipients, and the families, youth, and children FACSFLA is involved with.

*FACSFLA is partnering with BES Executive Search, a firm committed to ensuring that every search mandate engages a pluralistic and intersectional range of candidates. Applicants are guided through what BES calls 'The BES Experience'—a thoughtful, candidate-centred process that meets candidates with support and care throughout the search process. **All interested applicants are encouraged to apply by clicking [HERE](#).***

In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), applicants living with a disability will be provided with accommodation throughout the search process. Should accommodations be required, please make Melissa Sumnauth aware by emailing msumnauth@bessearch.com.

BES is deeply grateful to all who express interest in this opportunity and recognize the time and effort that goes into submitting an expression of interest. While only those most closely aligned with the position requirements will be contacted for an interview, all applications are reviewed with thoughtfulness and will receive correspondence from the firm as part of our commitment to delivering a respectful and inclusive candidate experience.



BES Executive Search Inc. does not use artificial intelligence (AI) to screen, assess, or select applicants.

