

**Competition # : 43073**

**Department:** Community Services

**Location:** Multiple Locations

**Type of Employment:** Permanent

**Union Status:** Exclusion - Non Union - NSPG

**Closing Date:** 14-Jun-24 (Applications are accepted until 11:59 PM Atlantic Time)

**Designation Status**

Two (2) of the (8) eight opportunities are designated to applicants who identify as Indigenous, African/Black Nova Scotian and other Racialized Persons, or Persons with a Disability. To be considered for designated positions, you must self-identify.

See the [Nova Scotia Government's Employment Equity Policy](#) for more information, including additional details on the designated groups.

### **About Us**

At the [Department of Community Services \(DCS\)](#), we are a large and diverse department providing a broad portfolio of programs and services including Child and Family Wellbeing (CFW), Employment Support Services (ESS), Income Assistance (IA), Homelessness and Supportive Housing, and the Disability Support Program (DSP).

The Disability Support Program (DSP) is committed to fostering innovative ways to empower individuals with disabilities to pursue their vision of a fulfilling life. We are on a journey to implement international best practices that uphold human rights and choice to enhance the way people engage with their communities. We envision Nova Scotia as a place where people with disabilities can choose the life they want to live, in communities that are welcoming, inclusive, and supportive. A life where individuals can build authentic relationships, explore their interests, and achieve their full potential as valued citizens in their community.

### **About Our Opportunity**

We're hiring eight (8) DSP Team Leads to lead their teams in day-to-day operations and support the implementation of the new community-based program. This new framework is a critical aspect of the [Human Rights Remedy](#), addressing systemic discrimination against persons with disabilities.

Reporting to the Regional Hub Managers within DSP, the Team Leads will be responsible for supporting DSP Programs, recruiting, managing, and partnering with community members to maximize opportunities for inclusion. Many aspects of this community-based framework are new and as Team Lead, you must be adept at guiding teams through ambiguity, creating safe spaces, and excel in developing effective partnerships.

**Team Leads will be located in their assigned region (Eastern, Northern, Central, or Western) to effectively carry out their duties and responsibilities. For a list of office locations by region, please click [here](#).**

### **Primary Accountabilities**

Reporting to the Regional Hub Managers, Team Leads will be responsible for leading a dedicated team and ensuring the delivery of high-quality, inclusive, and human-centred programs within their region, including:

- Managing the delivery of Disability Support Programs; ensuring regional needs are met

- Providing recommendations for program improvements and monitoring their delivery and evaluation.
- Full responsibility for the recruitment, selection, and onboarding of their team members, as well as the discipline, performance management and grievance procedures.
- Leading your team through change, providing coaching, performance management, conflict resolution, and professional development.
- Mentoring your team to achieve the short-term and long-term priorities of the department.
- Building and nurturing partnerships within communities including leading the promotion of local and people-centre services and developing leadership of persons with disabilities in the ongoing improvement of DSP Programs.
- Championing inclusivity and a human-centred approaches in all aspects of your work.
- Fostering authentic professional relationships in both the workplace and within community.

## **Qualifications and Experience**

Completed post-secondary education in Management, Social Sciences, Disability Supports, Human/Social Services or Health Care Related fields, plus several years of related experience. An equivalent combination of training and experience will be considered.

You possess a genuine passion for people and human rights, fostering a positive, strengths-based, person-centered culture. You have several years of related experience in the implementation of disability services and programs, combined with team leadership experience.

You must also demonstrate:

- Strong relationship management skills to partner with the community members and within your local area to develop and implement individual-specific services.
- Leadership skills to help your team navigate through changes aligning with the new DSP framework.
- Collaborative work experience to work alongside other Team Leads in maintaining equitable and standardized process for selection, onboarding, coaching and management of team members.
- Skills in interpreting information, particularly pertaining to the DSP remedy, and providing expert guidance for program delivery and compliance.
- Excellent interpersonal skills and empathy for conflict resolution and navigation in ambiguous situations.
- Understanding of the challenging circumstances faced by individuals with disabilities and mental health conditions, and an awareness of the compounded impact of intersectionality on their experiences.

While not required, the following are considered assets:

- experience in leading teams through change
- management experience in a unionized environment
- experience in grievance procedures
- certification in Project Management.

## **LEADS**

The Government of Nova Scotia has adopted the LEADS Leadership Framework. During the interview, candidates will be expected to express how they have demonstrated the key behaviors and capabilities required to effectively lead in a caring and inclusive environment. LEADS Domains include Leads Self, Engage Others, Achieve Results, Develop Coalitions, and Systems Transformation.

Please follow [LEADS](#) for more information.

We will assess the above qualifications and competencies using one or more of the following tools: written examination, standardized tests, oral presentations, interview(s), and reference checks.

### **Equivalency**

We recognize equivalent combinations of training, education, and experience, providing opportunities for individuals with diverse backgrounds to contribute their skills and expertise. Applicants relying on education and experience equivalencies must demonstrate such equivalencies in their application.

### **Benefits**

Based on the employment status and union agreement, the Government of Nova Scotia offers its employees a wide range of benefits such as a [Defined Benefit Pension Plan](#), Health, Dental, Life Insurance, General illness, Short and Long Term Disability, Vacation and Employee and Family Assistance Programs. For information on all our Benefit program offerings, click here: [Benefits for government employees](#).

### **Working Conditions**

Most of your work is in a central office environment with frequently required travel to various locations across the province, including government offices, DSP program sites, and healthcare facilities. This role places considerable mental pressure on the individual, requiring high personal resiliency to meet emotional demands. You will navigate complex situations, working with individuals through potentially emotional or stressful times in their lives. This environment underscores the importance of adaptability and emotional resilience.

### **Additional Information**

You must have the ability to frequently travel within your region and occasionally travel outside of your region.

### **Eight (8) permanent positions are available.**

Your worksite location will be determined at the offer negotiation stage. Please indicate on your application your preferred region.

### **What We Offer**

- Career Development where you have access to career guidance, tools, resources, and ongoing training for every stage of your career
- Engaging workplace: our Employees feel valued, respected, connected, and tuned in, we have forward-thinking policies and strategies
- Countless career paths
- Department specific flexible working schedules

**Pay Grade:** EC 10

**Salary Range:** \$3,047.22 - \$3,809.04 Bi-Weekly

**Employment Equity Statement:**

Our goal is to be a diverse workforce that is representative, at all job levels, of the citizens we serve. The Government of Nova Scotia has an Employment Equity Policy, and we welcome applications from Indigenous People, African Nova Scotians and Other Racially Visible Persons, Persons with Disabilities and Women in occupations or positions where they are under-represented. If you are a member of one of these equity groups, you are encouraged to self-identify on your electronic application.

Current government employees may access this posting through the link below:

**[Click here to apply as a current NS Government Employee](#)**

PLEASE NOTE: Candidates will not be considered for an interview if applications are incomplete or are missing information.

Offer of employment is conditional upon the completion of all applicable background checks and confirmation of credentials, the results of which must be satisfactory to the employer. We thank all applicants for the interest, however, only those selected for an interview will be contacted. All questions and concerns may be directed to **Competitions@novascotia.ca**.