

**Competition # :** 43016

**Department:** Community Services

**Location:** Multiple Locations

**Type of Employment:** Permanent

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

**Closing Date:** 05-Jun-24 (Applications are accepted until 11:59 PM Atlantic Time)

### **Designation Status**

One of the four opportunities is designated to applicants who identify as Indigenous, African/Black Nova Scotian and other Racialized Persons, or Persons with a Disability. To be considered for that position, 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**

If you are passionate about promoting inclusive communities and you believe in the strength of collaborative partnerships to drive positive change, then we invite you to join our team as our next Regional Hub Manager. We're hiring four (4) Regional Hub Managers. The new Regional Hub model is a key component of the [Human Rights Remedy](#) addressing systemic discrimination against persons with disabilities.

As part of our innovative community-based framework, you'll lead the development, operations, and sustainability of a Regional Hub dedicated to supporting individuals with disabilities to live their vision for a good life in community. You will guide the regional implementation of a range of new person-centered supports including Local Area Coordination (LAC) and Intensive Planning and Support Coordination (IPSC) and the closure of institutional facilities for persons with disabilities. Through your leadership you will build and cultivate partnerships working collaboratively to seek and create opportunities to enhance community capacity to support people with disabilities to live included in their community. In this role, you'll have the opportunity to lead transformative change and make a meaningful difference in the lives of individuals with disabilities while championing human rights and promoting community inclusion.

**Each Manager 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**

With a focus on fostering a strengths-based, person-centred culture, you will work closely with community partners and a Regional Advisory Council to address local needs and enhance DSP services. You'll be a champion for inclusive communities and provide leadership to your team. You will also:

- Lead the development of the Regional Hub, including strategic direction, planning, staffing, and implementation of key remedy targets.
- Provide expert advice and knowledge on DSP and model a human-rights approach to supporting individuals with disabilities
- Play a pivotal leadership role in community engagement and building community capacity through skilled relationship building and developing and supporting a Regional Advisory Council
- Ensure compliance with relevant standards and guidelines and ensure Regional Hub operations are consistent with the provincial framework.
- Monitor expenditures, participate in budget forecasting, and ensure adherence to procurement guidelines.
- Ensure consistency in service standards across regions including evaluation of service delivery effectiveness.
- Manage operating budget expenditures, financial forecasts, and human resources to meet operational requirements.
- Promote a workplace culture that is respectful, inclusive, and promotes the rights of persons with disabilities.
- Navigate multiple environments, uphold professional boundaries, and develop positive relationships with partners and community.

## **Qualifications and Experience**

You have a University degree in Social Sciences or Management, combined with several years of successful leadership and experience at a supervisory/managerial level in the delivery of social service programs.

You demonstrate:

- A deep commitment to building and nurturing relationships within communities
- A commitment to diversity and understanding of the impact of intersectionality within the disability community.
- Passion for elevating and promoting the human rights of individuals with disabilities.
- A strong foundation in leadership and mentorship, with a focus on developing and supporting team members to achieve their full potential.
- A proactive approach to change management, and experience navigating change within complex systems and community.
- An ability to swiftly navigate and problem-solve within an environment of ambiguity
- An innovative approach to your work and embrace unscripted territory with creativity and adaptability.

- Excellent emotional intelligence, communication skills and a collaborative mindset
- Thorough understanding of relevant legislation and policies.

Familiarity with government decision-making processes, collaboration with various levels of government, and experience working with diverse communities are highly desirable qualities.

## **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. Equivalencies include, but are not limited to:

- Progressive leadership experience in disability supports or the social services sector.

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**

**A valid driver's license is required due to frequent travel in the assigned region.**

Four (4) permanent positions are available.

Your worksite location will be determined at the offer negotiation stage.

### **What We Offer**

- Career development resources designed to support your professional growth at every stage of your journey.
- An environment where employees feel valued, respected, and connected.
- Forward-thinking policies and strategies to foster a culture of inclusivity and innovation.
- Countless career paths and the flexibility for you to explore opportunities aligned with your interests.
- Flexible working schedules to accommodate your work-life balance.

**Pay Grade:** EC 12

**Salary Range:** \$3,687.15 - \$4,608.93 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**.