

Competition # : 42689

Department: Community Services

Location: Flexible

Type of Employment: Term

Union Status: Exclusion - Non Union - NSPG

Closing Date: 16-May-24 (Applications are accepted until 11:59 PM Atlantic Time)

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

The Disability Support Program (DSP) is hiring four (4) Regional Closure Specialists (RCS) to support the closure of residential institutions and the successful transition of DSP participants to live in the community of their choice with appropriate community-based supports. The RCS works within the Regional Hub model, a new model resulting from the [Human Rights Remedy](#), addressing systemic discrimination against persons with disabilities.

Reporting directly to the DSP Director, Projects and Facility Closure, the RCS provides leadership and direction in promoting & implementing the regional closure strategy. Collaborating closely with Facility leadership and various community partners, the RCS supports compliance with the Remedy and adheres to evidence-based and internationally recognized best practices to promote enhanced capacity, resilience, and citizenship for individuals with disabilities.

As the RCS, you will navigate complex service environments, champion a person-centred approach, and work towards building inclusive communities. This role goes beyond traditional expectations, requiring you to be an advocate for persons with disabilities within communities across Nova Scotia. If you're passionate about fostering positive change and nurturing an environment where individuals with disabilities can thrive in their chosen communities, we invite you to bring your expertise to our dynamic team.

Each Regional Closure Specialist 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

Operating in a dynamic and adaptable setting, the Regional Closure Specialist (RCS) will be responsible for:

- Leading the management and implementation of the regional closure strategy in your assigned region, ensuring alignment with provincial goals and Remedy targets.

- Monitoring and evaluating closure activities and community transitions, promptly addressing any challenges that arise.
- Providing expert guidance for Remedy interpretation and program delivery, ensuring compliance with relevant legislation, regulations, policies, and standards, and advocating for improvements.
- Balancing Remedy-related timelines with DSP participants' needs to facilitate successful transitions.
- Engaging with the community and institutions to understand DSP participants' and families' needs related to the closure process, ensuring voices and concerns are heard and addressed.
- Collaborating with the Regional Advisory Committee and initiating communication between Program Division(s), Regional Service Delivery, and community partners.
- Leading change management initiatives that drive cultural transformation to guarantee seamless and timely transitions.
- Upholding DCS and DSP values by championing inclusivity and a human-centered approach to person-directed planning.
- Fostering authentic professional relationships in both the workplace and the broader community.

Qualifications and Experience

You possess a university degree, preferably in Social Sciences, Management or Public Administration plus several years of leadership experience within disability services or the social services sector. Equivalent levels of direct and relevant experience will also be considered.

You must demonstrate:

- A commitment to a people-centered approach in all aspects of work.
- Success in leading, developing, implementing, and evaluating social service strategies or programs.
- Experience leading change management and coordinating professional teams.
- Proven ability to build and maintain authentic professional relationships with diverse groups and community partners.
- Skilled in interpreting information, particularly pertaining to the DSP remedy, and providing expert guidance for program delivery and compliance.
- Excellent interpersonal skills, enabling you to foster collaborations, resolve conflicts, and navigate diverse environments with tact and empathy.
- A high level of problem-solving skills while acting independently, enabling you to analyze complex situations, identify and mitigate risks, and develop innovative solutions.
- 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.

In addition to the qualifications above, candidates should possess a genuine passion for promoting human rights and advocating for individuals with disabilities.

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

Familiarity with government decision-making processes, institutional closures, transition support programs, and experience working with disability supports and other vulnerable communities are highly desirable assets.

Please ensure your application demonstrates how you meet the required qualifications and experiences outlined for this position.

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, 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. The RCS will navigate complex situations, working with individuals through potentially emotional or stressful times in their lives. This dynamic working environment underscores the importance of adaptability and emotional resilience.

Additional Information

Four (4) positions are available. These are four (4) year Term opportunities with anticipated end dates of January 1, 2028.

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

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 11

Salary Range: \$3,351.92 - \$4,189.95 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**.