

Job Ad

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| Ministry: | Ministry of Government Services |
| Division: | Diversity Office |
| Position Title: | DIRECTOR, DIVERSITY AND ACCESSIBILITY TRANSFORMATION |
| Duration: | 1 Permanent |
| Location: | Toronto, Toronto Region |
| Compensation Group: | SMG |
| Salary: | Not Available |
| Position Status: | Open |
| Job Code: | SMG2 - Senior Mgmt Group 2 |
| Schedule: | |
| Category: | Senior Management |
| Job ID: | 20200 |

The Diversity Office (DO) within the Ontario Public Service (OPS) has a high-profile assignment that offers a unique opportunity to support positive, transformational change across the public service.

The goal of the DO is to help to make the OPS a global leader in the areas of inclusion, diversity, equity and accessibility. The DO supports change in the OPS in all three of its roles: employer, service provider and policy maker. It does so as a centre of excellence that brings together expertise in policy, communications, change management and stakeholder engagement.

To be successful in this role, you must have an inclusive leadership style that enables you to create a shared vision, develop capacity in others and create and strengthen relationships at all levels. You inspire all employees and peers with your values, passion and dedication.

This role requires significant collaboration with other Director colleagues in the OPS and with all staff in the Diversity Office.

As the Director, Diversity and Accessibility Transformation, you will: play a pivotal role in translating the OPS Diversity Strategic Plan into a plan of action to embed sustainable change throughout the Ontario Public Service; provide advice on effective organizational change strategies, proactive marketing and communications strategies, stakeholder engagement planning, policy coordination / analysis and meaningful corporate-level reports that add value and impact. As our lead change agent, your transformational leadership skills will be invaluable as you support the strategic integration of the diversity and accessibility areas within the DO, through leading edge marketing, communications and stakeholder relations tools and processes.

Critical to this role is a thorough knowledge of / background in performance measurement and change management methods that are results-focused, as well as a proven track record as a driver of change and process re-design.

Qualifications: Demonstrated leadership competencies to transform, deliver and inspire at the executive level, with enterprise-wide scope and a large change agenda; proven ability to lead organizational transformation and be a driver of change; demonstrated executive expertise and success in leading cross-organizational projects and horizontal initiatives, and forming collaborative relationships and networks with internal and external stakeholders; a polished, seasoned communicator and negotiator, effective problem-solver and strategic thinker, with exceptional political acuity; senior leadership experience in policy development/coordination, coupled with a passion and drive to champion and communicate the OPS diversity and accessibility journey; understanding of government directions, priorities, strategies and decision-making processes; sound knowledge and expertise in strategic planning, performance measurement, and the ability to prioritize, coordinate, budget and develop human, technical and financial resources; knowledge of legislation, policy, practices as applicable to accessibility and diversity.

Note: Applicants to this competition may also be considered for other executive opportunities within the OPS.

Posting Date: Monday, July 20, 2009

Closing Date: Monday, August 10, 2009

Applications must be received by the end of the closing date with the Job ID number quoted.

Send application to: Careers Executive, Executive Talent Search Unit, Executive Programs and Services Branch
Centre for Leadership and Learning, HROntario, Ministry of Government Services
595 Bay Street, Suite 1203, P.O. Box 14
Toronto, Ontario, M5G 2C2
Fax: 416-326-8817
CareersExecutive@ontario.ca

Only applicants selected for interview will be contacted.

OPS Employees are required to quote their WIN EMPLOYEE ID number when applying to positions.

The Ontario Public Service is an equal opportunity employer.

Accommodation will be provided in accordance with the Ontario Human Rights Code.