



Internal and External Posting

February 6, 2024

Director, Information Technology Solutions

Assigned Site: Multiple

Full-time Equivalency: 1.0 FTE

Employment type: Permanent

Commencing: ASAP

Who we are:

KidsAbility Centre for Child Development (“KidsAbility”) supports over 17,000 children and youth to reach their communication, social, physical, and behavioural goals each year. Established in 1957 and located in the growing and diverse Region of Waterloo and Wellington County, KidsAbility is a highly respected, complex, ever-changing, not-for-profit organization that provides the full spectrum of rehabilitation services children and youth with special needs and their families. Providing vital services to the community, KidsAbility helps kids reach their communication, social, physical, and behavioural goals. Providing early and exceptional family-centered services with one goal in mind – to help kids with disabilities achieve great things! The organization is governed by a Not-for-Profit representative Board of Directors and operated by a dedicated, professional staff of over 350 members.

Passionate about providing exceptional family-centered services, KidsAbility supports children and youth from birth to age 21 and their families to achieve their potential goals and to navigate the entire journey from childhood to adulthood, whether they have a diagnosis or not. Funded through the Ministry of Children, Community and Social Services, purchase-service options, and the generous support of the community, KidsAbility’s goal is to get the right help to support children at the right time.

KidsAbility is actively recruiting a Director, Information Technology Solutions for our Senior Leadership Team. We are building our senior team at a time when KidsAbility will be embarking on the creation of the organizations next strategic plan, with a focus on research and innovation.

KidsAbility believes every child deserves to thrive. Through therapy services, innovative family programming and adaptive pediatric technology KidsAbility is making a lasting impact on strengthen families and help children thrive while ensuring an inclusive community where every child is valued - today, tomorrow and for the future.

Why join us:

- Continuing learning and skills development
- Experienced, personable, and accessible leadership team for ongoing support and collaboration
- A supportive and caring work environment with a strong focus on client service and supporting staff to meet our mission critical work
- Wellness initiatives, social events, and opportunities to give back to your community
- Access to Employee and Family Assistance Program

If eligible:

- Comprehensive benefits and optional group RRSP program
- Short- and long-term disability income protection benefits
- Generous vacation package, paid personal leave days, and closure and discretionary days

What you will do:

The Director, Information Technology Solutions (ITS) is an inspiring leader who provides strategic, operational, and thought leadership to support KidsAbility’s Mission, Vision, and strategic priorities so clients, families,

staff, and volunteers can reach their full potential. Reporting to the CEO, the Director of Information Technology Solutions (ITS) will:

- Provide senior level leadership and direction to the Information Technology Solutions department
- Act as part of the foundation enabling KidsAbility to meet its objectives in the short and long term
- Continually advance our security, compliance, infrastructure, and systems to enable and support company growth and objectives
- Maintain the strategic vision and lead the multi-disciplined IT department consisting of governance, compliance, security, privacy, infrastructure, application management, IT operations, technical support, project management and data analytics by staying on top of the state of the industry and applying best practices
- Be hands-on, leveraging their skills and experience to pushing forward initiatives
- Focus on fostering collaborative and effective business partnerships across the organization
- Provide strategic leadership on the use of IT across the organization, including enterprise data management and electronic service delivery opportunities, in partnership with all organizational divisions and departments
- Support the need for more timely and better access to data to support decision making across the organization
- Determine the appropriate architecture and governance to implement a data warehouse to support the organization's many data requirements
- Take accountability for ensuring project resources, finances, schedule, and risk are managed according to project plans

How you will make an impact:

- Work with stakeholders and department representatives to establish relative priorities and cost/benefit impacts
- Exchange information and ideas in a manner that fosters understanding and positive relationships with clients, co-workers, external partners and the community
- Use your experience and expertise in leading organizational change
- Your deep ITS acumen and solid collaboration skills will complement your ability to motivate and develop your team
- Contribute to the development and continuous quality improvement of the Centre, the community, and the profession by participating in projects and groups

What we're looking for:

- A seasoned team and values-based leader
- A strong communicator and relationship builder who understands and can leverage technology to advance strategic priorities and enhance the employee and citizen experience
- A relationship builder with the ability to forge consensus across a diverse organization, you bring a strong service orientation and demonstrated change management success
- Certified Information Systems Auditor (CISA) is an asset
- Certified Information Systems Security Professional (CISSP) is an asset
- Microsoft 365 Certified: Security Administrator Associate is an asset
- Other Microsoft certifications (Azure, Identity, Security, Systems, etc.) are an asset

What you need:

- Degree in Computer Science, Business Administration or a related Discipline
- Minimum seven (7) years of ITS leadership experience in a complex environment
- Experience with network / system security, intrusion, prevention, and detection
- Experience with SharePoint, PowerBI products
- Exceptional team building and leadership skills with a balance of hands-on and effective delegation

- Outstanding problem solving, interpersonal, collaboration and verbal and written communication skills; you must have expertise in designing, building, transforming, and managing applications, coupled with extensive experience leading complex change enabled by technology
- Ability to quickly triage security alerts and incidents
- Strong organization and technical skills
- Ingrained sense of accountability and ownership
- Continuous drive for learning, pushing technical limits, and finding new solutions
- The role is based on-site at KidsAbility's corporate office in Waterloo, and travel to various KidsAbility sites in Kitchener, Cambridge, Guelph, Fergus and Palmerston is required

Join KidsAbility and help make a difference in the lives of children and youth while achieving personal and professional growth.

To express interest joining KidsAbility, please submit your cover letter and resume, in confidence, to Human Resources by emailing recruitment@kidsability.ca by end of day **February 21, 2024**.

Equity, Diversity, and Inclusion are the core values at KidsAbility. We are a diverse workforce with wide perspectives and creative ideas that benefit our clients and the community. It is the policy of KidsAbility to ensure equal employment opportunity without discrimination or harassment. We welcome applications from visible minority groups, women, Aboriginal people, persons with disabilities, religion, age, sex, sexual orientation, gender identity or expression, marital or domestic/civil partnership status, genetic information or any other ground protected by applicable law.

KidsAbility strives to create an accessible and inclusive application and selection process and is committed to working with and providing reasonable accommodations to job applicants who may require provisions to participate in the selection process. Should any applicant require accommodations please contact Human Resources in advance for assistance at recruitment@kidsability.ca.

Please note that all prospective KidsAbility employees are subject to mandatory immunization requirements, including the full and ongoing COVID-19 vaccination, as a condition of obtaining and maintaining employment. We will make accommodations as directed by the Ministry of Children, Community and Social Services and the Chief Medical Officer of Health.

To learn more about us, visit: <https://www.kidsability.ca>

To stay up to date, follow us on social media:

Facebook: <https://www.facebook.com/KidsAbility/>

Twitter: <https://twitter.com/KidsAbility>

Instagram: <https://www.instagram.com/kidsability.ca/>

LinkedIn: <https://www.linkedin.com/company/kidsability/mycompany/>

YouTube: <https://www.youtube.com/c/KidsAbilityCentreforChildDevelopment>