

The MISSISSAUGAS OF THE CREDIT FIRST NATION
Is accepting applications for the full-time, permanent position of



“Director of Social Services”

Full-Time | Permanent

“Lead Systems. Empower People. Transform Community Well-Being”

Are you an experienced leader ready to move beyond administration—and into transformational impact? At **Mississaugas of the New Credit First Nation (MCFN)**, social services are rooted in culture, community, and care. We are seeking a **strategic, compassionate, and visionary Director of Social Services** to lead programs that support individuals, families, and the community as a whole.

This is more than a leadership role—it is an opportunity to shape services that strengthen lives, restore balance, and reflect the values of the community.

About the Role

The Director of Social Services provides overall leadership and direction to a multi-disciplinary department, including community support, family services, and mental health programs. You will oversee strategy, operations, financial management, and team leadership—ensuring programs are effective, culturally grounded, and aligned with MCFN’s vision and priorities.

This role is ideal for a leader who can balance **big-picture strategy with operational excellence**, while building strong relationships across the community and beyond.

Key Responsibilities

- Provide strategic leadership and direction for all Social Services programs, ensuring alignment with MCFN’s mission, values, and priorities
- Lead departmental planning, policy development, and continuous improvement initiatives
- Oversee the design, delivery, and evaluation of culturally relevant, community-focused programs
- Use data, reporting, and community feedback to drive service improvements and outcomes
- Manage departmental budgets, funding, financial reporting, and audit requirements with full accountability
- Lead, mentor, and develop a multi-disciplinary team, including recruitment, performance management, and staff growth
- Build and maintain strong relationships with community members, partners, and external agencies to strengthen services and support community wellness

Who You Are

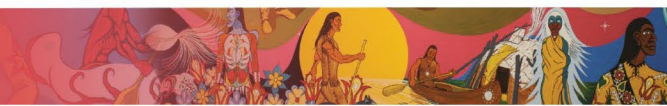
- A **strategic and values-driven leader** with a passion for community impact
- An experienced decision-maker who can manage complexity with confidence



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- A relationship builder with strong emotional intelligence
- A leader who balances **accountability, compassion, and cultural awareness**
- Committed to advancing Indigenous wellness and self-determination

Qualifications & Assets

- Bachelor's Degree in Social Work with 5+ years of progressive supervisory experience, preferably within First Nations Social Services
- Strong knowledge of federal and provincial legislation impacting First Nations communities
- Proven ability to manage complex budgets, funding, and reporting requirements
- Demonstrated leadership, communication, and organizational skills, with experience leading multi-disciplinary teams
- Assets include an MSW (Masters of Social Work) and professional registration; must have (or obtain) First Aid/CPR, pass a vulnerable sector check, and be flexible to work evenings/weekends

Compensation & Benefits

Benefits Include:

- Competitive Vacation package
- Comprehensive group benefits (Health, Dental and Life) and pension plan
- Generous paid time off
- 5 mental wellness days
- Professional development and leadership training opportunities
- Supportive executive leadership environment
- Opportunity to drive meaningful, community-level change

Why Join MCFN?

At MCFN, your work will go beyond policies and programs

- Shape services that directly impact families and community well-being
- Lead with cultural integrity and purpose
- Influence long-term outcomes for future generations
- Be part of a leadership team committed to meaningful change

First Nations Preference

In accordance with section 16(1) of the Canadian Human Rights Act and as part of the Mississaugas of the Credit First Nation's commitment to supporting the employment and advancement of Indigenous peoples, preference may be given to qualified candidates who self-identify as First Nations. Applicants who wish to be considered under this preference are invited to voluntarily self-identify in their cover letter.

Mississaugas of the Credit First Nation is committed to fostering a diverse and inclusive workplace. We provide employment opportunities in a manner consistent with applicable human rights legislation and



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do not discriminate on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, creed, sex, sexual orientation, gender identity, gender expression, age, record of offences, marital status, family status, disability, or any other ground protected by law, subject to any lawful special programs.



How to Apply

Submit your résumé and cover letter to HR.Clerk@mncfn.ca

Application Deadline: **June 5, 2026**



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