

BLUEDOOR

Title: Program Manager, Vaughan INN

Job Status: Full Time 40 hours

Job Region: All Blue Door Locations

Equipment: Computer, Reliable Vehicle/Valid Driving License/Insurance.

Salary: \$60,000-\$70,000

Blue Door is a not-for-profit registered charitable agency governed by a volunteer Board of Directors. We have been an integral part of our community providing essential emergency shelter services since 1982. Blue Door's mission is to support people who are at risk of or experiencing homelessness to attain and retain affordable housing.

Job Summary

Reporting to the Director, Programs Housing and Health, the Program Manager will be responsible for the supervision of staff, students, and volunteers of Blue Doors. In conjunction with the Director, Programs Housing and Health, the Program Manager will assist in program development and implementation of the new Vaughan Inn Short Term Emergency Program for individuals experiencing homelessness, ensuring that goals of the program are consistent with the agency's philosophy, are client-centred, are understood by all persons working in the program, and are consistent with the intent of the program. The incumbent will ensure that the agency's goals and policies are met and adhered to. The Program Manager will participate in the agency's planning process and represent the Agency at various committees and forums in the community.

Responsibilities

- Participate in the hiring of staff.
- Support and facilitate the onboarding of new hires through orientation.
- Supervise staff, students and volunteers of the program to ensure the mandate of the program is carried out and is consistent with the goals of the Agency.
- Ensure all staff, students and volunteers adhere to all Agency policies and procedures.
- Conduct staff performance reviews and provide regular supervision during all shifts as required and maintain appropriate documentation.
- Ensure adherence to the collective agreement.
- Coach and mentor staff, including team building.
- Provide supervision and oversight of program staff, students, and volunteers.
- Facilitate staff meetings to accommodate all shifts.
- Ensure appropriate staff intervention and resolution of conflict situations.
- Handle crises in accordance with specified policies and procedures and provide follow up and support to team as needed.
- Liaise with community resources as appropriate for the program.
- In absence of staff, undertake all front-line staff duties including direct service work with clients.
- Participate in ongoing review and evaluation of the program by making suggestions for change and accommodations based on program and client needs.

- Share on-call responsibility
- Oversee direct program expenditures; participate in Agency strategic planning and budgeting processes.
- Ensure all program records and appropriate client documentation is maintained.
- Oversee collection and compilation of program statistics and data. Prepare regular reports as required.
- Analyze, review and report on program outcomes and trends.
- Prepare and management monthly staff schedule.
- Organize and prepare scheduling for training and other opportunities.
- Ensure staff effectively collaborates with other programs and support service staff.
- All other duties as assigned.

Respect and Professionalism

- Maintain professionalism in the workplace.
- Working cooperatively alongside and supporting all Blue Door team members and departments.
- Adherence to the mission, vision, policies and procedures of the agency.
- Able and willing to promote harm reduction practices in accordance with core standards.
- Attend internal staff meetings and staff training as required.
- Maintain the confidentiality of all client and agency information.
- Utilizes effective conflict resolution skills in accordance with (Crisis Prevention Intervention (CPI) training.
- Fosters positive and appropriate relationships with clients, colleagues, community partners and volunteers.
- Provides referrals and follow-up as necessary.
- Meets with manager on a regular basis and participates in completion of annual performance evaluation.

Occupational Health & Safety

- All employees are responsible for carrying out work in a way that does not adversely affect their own health and safety and that of others.
- All employees shall learn and understand health and safety policies and procedures and will comply with them.

Qualifications

- Minimum Bachelor of Social Work Degree or equivalent combination of Bachelor level education and experience.
- Experience in an organized labour environment.
- Excellent coaching, team building and conflict resolution skills.
- Excellent oral and written communication skills.
- Experience in database management.
- Experience of working within a harm reduction philosophy.
- Ability to deal with extremely confidential and sensitive information.
- Understanding and promotion of anti-oppressive practices.
- Solid computer skills (including Microsoft Office).
- Clear and valid Vulnerable Sector Screening (VSS) Report
- Reliable vehicle, valid driving license and insurance.

We are always working towards continued improvements with the hope of creating and fostering a work culture where people want to be and see the impact of their work.

Blue Door is committed to the development of a staff and leadership team that reflects the incredible diversity of the communities we serve. We promote the principles of intersectional anti-racism and anti-oppression and adhere to the tenets of the Ontario Human Rights Code. We both welcome and encourage applications from members of groups with historical and/or current barriers to access and equity, including Indigenous, Black and racialized people, members of 2SLGBTQIA+ communities, people with disabilities, and people with lived experience of homelessness. Blue Door is a unionized work environment.

In accordance with the Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, 2005, and Blue Doors AODA Policy, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.

All applications will be reviewed as received, and interviews will begin for qualified candidates as soon as possible. The position may be filled before this job posting ends. Only candidates selected for an interview will be contacted. Please submit a cover letter and resume to hr@bluedoor.ca