

Welcome to Northumberland County, where you can build a thriving career while making a lasting impact in our communities. We're a forward-thinking organization, setting the standard for county government by providing leadership and support to our municipalities and residents.

We're committed to your growth, offering educational and career development opportunities to help you reach your full potential. Our dedication to diversity, equity, and inclusion reflects the rich communities we serve, driving innovation and excellence in our workforce.

Join Northumberland County and be part of a team that values your growth, supports your well-being, and empowers you to make a difference.

Currently, we are looking to fill the following existing vacancy:

### Director, Community & Social Services

Permanent, full-time position

Salary Range: \$149,088.97 - \$186,351.58 (based on a 35-hour work week)

Work Location: 555 Courthouse Road, Cobourg, Ontario

Reporting to the Chief Administrative Officer, the Director provides executive leadership for the Community and Social Services Department, with accountability for strategic direction, operational performance, financial stewardship, and legislative compliance across Provincial and County programs and services. The portfolio includes Ontario Works, Children's Services, Housing, Homelessness, Physician Recruitment, Community Safety & Wellbeing and related community supports. The Director ensures services are aligned with legislation, ministry directives, service contracts, County policies, and professional standards while advancing integrated, fiscally sustainable, and community-responsive service delivery across Northumberland County.

At a system level, the Director sets direction for service planning, policy implementation, partnership development, and long-term community outcomes across Northumberland's human services portfolio. Overseeing the department's senior leadership team the Director aligns County priorities, provincial policy, and funding requirements across Ontario Works, Children's Services, emergency shelter, homelessness prevention, community housing, and affordable and supportive housing initiatives. Success in this role requires strong judgment, political acuity, change leadership, and the ability to steward public resources while building effective cross-sector partnerships.

#### Key Leadership Accountabilities:

- Provide executive leadership and strategic oversight across Ontario Works, Children's Services, Housing, Homelessness, Physician Recruitment and related community supports.
- Lead and develop a senior leadership team, to deliver integrated, high-quality, and fiscally responsible services.
- Advise the Chief Administrative Officer and Council on service strategy, policy, funding, risk, and community impact.
- Strengthen cross-sector partnerships and position the County to respond effectively to evolving social, economic, and housing pressures.

#### Qualifications & skills:

- University degree in Social Sciences, Public Administration, Business Administration, or a related field; a master's degree is considered an asset.
- Minimum of ten (10) years of progressively senior leadership experience in municipal government, the broader public sector, or a comparably complex service environment, including oversight of multiple program areas through senior managers.

- Demonstrated executive leadership in community and social services, with strong knowledge of Ontario Works, Children’s Services, Housing, Homelessness, and integrated human services planning.
- Proven ability to advise senior administration and Council, translate legislation and policy into strategic and operational direction, and lead in a politically sensitive, public-facing environment.
- Extensive experience leading organizational change, service transformation, and high-performing teams in complex, multi-stakeholder environments.
- Strong financial and business acumen, including complex budgeting, long-range planning, funding optimization, and stewardship of provincially and municipally funded programs.
- Thorough knowledge of the legislation, policy frameworks, service contracts, and funding guidelines that govern community and social services in Ontario.
- Exceptional communication, relationship-building, and partnership skills, with the ability to work effectively across government, community agencies, service providers, and external stakeholders.
- Demonstrated ability to balance strategic, operational, political, and community considerations while advancing organizational priorities and measurable outcomes.
- Membership with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) and the Ontario Municipal Social Services Association (OMSSA) is considered an asset.
- Valid Class G driver’s license with a clean abstract and access to a personal vehicle.

### **What Makes a Career at Northumberland County Different?**

Unlock your potential: At Northumberland County, your growth matters. We offer professional development and provide opportunities that empower you to excel and advance in your career.

Join a passionate team: Be part of a diverse, inclusive team where collaboration thrives, and every voice is valued. Together, we achieve greatness.

The Best of Both Worlds: Enjoy the beauty of natural living alongside a vibrant, dynamic work environment, offering the perfect blend of career success and work-life balance.

### **What We Offer:**

- **Comprehensive Health Plans:** We care about your well-being, offering occupational and mental health supports, an Employee and Family Assistance Program (EFAP), and benefits plans for eligible staff.
- **Competitive Compensation:** We regularly review pay equity and compensation to ensure competitive salaries, supporting a livable life.
- **Livable Communities:** Enjoy access to beaches, trails, restaurants, and cultural events. Northumberland County offers a unique combination of natural beauty and vibrant community life.
- **Learning and Development:** Professional development is at the heart of our success, providing opportunities for growth and excellence.
- **Retirement Savings:** We offer the exceptional Ontario Municipal Employee’s Retirement System (OMERS), a defined benefit pension plan to help you plan for a stress-free retirement.
- **Employee and Family Assistance Plan:** Our wellness program includes health support and assistance to ensure your well-being.
- **Work-Life Balance:** We offer flexible work options such as compressed working weeks, and potential hybrid work arrangements for eligible positions to encourage the right balance between work, life and play

At Northumberland County, you'll find endless opportunities for growth, a supportive team, and a perfect balance between rewarding work and natural living —join us and make a difference in a place where your career and well-being truly matter.

## How to Apply:

When emailing your application, please ensure your cover letter, résumé, and any other supporting documents are submitted in one file (preferably MS Word (.docx) or Adobe (.pdf)).

The successful candidate will be required to submit a satisfactory criminal background check prior to the commencement of employment.

We invite you to submit your application **by 4:30pm on Friday, June 26, 2026, to:**

Human Resources  
County of Northumberland  
555 Courthouse Road  
Cobourg, ON K9A 5J6  
**Email: [hr@northumberland.ca](mailto:hr@northumberland.ca)**  
Fax: 905-372-3046

Please note that accommodations are available, upon request, to support applicants with disabilities throughout the recruitment process. Please e-mail your request to [accessibility@northumberland.ca](mailto:accessibility@northumberland.ca) or call 905-372-3329 ext. 2327. Alternative formats of this job posting are available upon request.

Personal information collected through the recruitment process will be used solely for the purpose of candidate selection, in accordance with the Municipal Freedom of Information and Protection of Privacy Act.