



## Director, Community Housing Policy

### Ministry of Municipal Affairs and Housing

Bring your leadership experience to the Ministry of Municipal Affairs and Housing (MMAH), Community Housing Policy Branch, to lead the development of strategic policy recommendations and legislation related to community housing and homelessness in Ontario.

As the Director, Community Housing Policy Branch, you will lead and direct the development of strategic policy and regulatory frameworks that contribute to a range of housing choices for Ontarians through policy design and development of government housing initiatives, research and analysis of community housing and homelessness in Ontario.

We are looking for an influential policy leader to work horizontally with other branches within the ministry; across the OPS; federal, provincial, and municipal governments; and stakeholders to lead and coordinate policy development related to social, affordable and supportive housing as well as the development of policies aimed at preventing, addressing, and reducing homelessness.

We are seeking an inspiring and collaborative leader who will ensure our partners play a key role in the co-design, development, and implementation of community housing policy in Ontario, while ensuring linkages with overall government priorities. We are seeking a transformation accelerator who will drive innovation and create forward looking policies and strategies that prepare Ontario for the future. Most of all, we are seeking an executive to build capacity and bench-strength in an inclusive, high-performing and highly engaged team.

An effective leader in the Ontario Public Service (OPS) is responsible, innovative and collaborative. A responsible leader is someone who demonstrates authenticity, accountability, and courage in how they interact with others. An individual who models ethical behaviour, and who is honest and capable of making difficult choices. An innovative leader is someone who leads with common purpose, embraces positive disruption, and has a future mindset. An individual who inspires others, values continuous learning, and encourages development and integration. A collaborative leader focuses on helping others to grow, drives people-centred outcomes and promotes an environment of inclusivity. A leader who consistently works to confront bias and systemic barriers while understanding the importance of creating a more diverse and accessible workplace.

#### **Diversity, Inclusion, Accessibility, and Anti-Racism:**

The OPS is an innovative, responsive, and accountable public service that works hard to be diverse, anti-racist, inclusive, accessible, merit-based, respectful and equitable. Diversifying leadership teams is a top OPS priority with the goal to achieve parity with the Ontario labour force by 2025 for the most underrepresented groups (Indigenous, racialized and persons with disabilities) in leadership positions.

To advance this goal, the OPS is collecting socio-demographic information that will help to address potential barriers and achieve equity in hiring. You are requested to complete the [voluntary survey](https://forms.office.com/Pages/ResponsePage.aspx?id=KRLczSqsI0u3ig5crLWGCZu-2-62-9Pp_bdOM3jxKVUQ0FJSzhMUzNBSDdWRVhGU0Y4WFpHRTdTRi4u) <[https://forms.office.com/Pages/ResponsePage.aspx?id=KRLczSqsI0u3ig5crLWGCZu-2-62-9Pp\\_bdOM3jxKVUQ0FJSzhMUzNBSDdWRVhGU0Y4WFpHRTdTRi4u](https://forms.office.com/Pages/ResponsePage.aspx?id=KRLczSqsI0u3ig5crLWGCZu-2-62-9Pp_bdOM3jxKVUQ0FJSzhMUzNBSDdWRVhGU0Y4WFpHRTdTRi4u)> and contribute to building a more diverse, anti-racist, inclusive and accessible OPS.

The OPS invites all interested individuals to apply. As an organization that promotes equity and diversity, the OPS encourages applications from Indigenous and racialized individuals and persons with disabilities. The OPS offers employment accommodation across the recruitment process and all aspects of employment consistent with the requirements of [Ontario's Human Rights Code](http://www.ohrc.on.ca/en/ontario-human-rights-code) <<http://www.ohrc.on.ca/en/ontario-human-rights-code>>. A dedicated team of employment accommodation specialists are available to discuss individual accommodation needs and ensure the hiring process is inclusive and free from barriers. Contact them at

[ExecutiveAccommodations@ontario.ca](mailto:ExecutiveAccommodations@ontario.ca) if you require an accommodation to participate in the recruitment process. All information discussed related to accommodation will be kept confidential.

Visit the [OPS Anti-Racism Policy](https://www.ontario.ca/page/ontario-public-service-anti-racism-policy) <<https://www.ontario.ca/page/ontario-public-service-anti-racism-policy>>, the [OPS Diversity and Inclusion Blueprint](https://www.ontario.ca/page/ops-inclusion-diversity-blueprint) <<https://www.ontario.ca/page/ops-inclusion-diversity-blueprint>> and the [Multi-Year Accessibility Plan](https://www.ontario.ca/page/accessible-design-2022-2025-ops-multi-year-accessibility-plan#:~:text=The%20Multi%2DYear%20Accessibility%20Plan,barriers%20for%20persons%20with%20disabilities) <<https://www.ontario.ca/page/accessible-design-2022-2025-ops-multi-year-accessibility-plan#:~:text=The%20Multi%2DYear%20Accessibility%20Plan,barriers%20for%20persons%20with%20disabilities>> to learn more about the OPS commitment to advancing racial equity, accessibility, diversity and inclusion in the public service.

### **What can I expect to do in this role?**

Reporting to the Assistant Deputy Minister, you will:

- Lead strategic planning, policy and legislative development, program evaluation and research services, including all legislation and regulations as they pertain to social and affordable housing and homelessness.
- Provide policy support for a sustainable social housing system and a range of affordable housing choices by developing and implementing housing policy, amending legislation, and undertaking research, stakeholder consultations and formulation of Cabinet submissions.
- Provide policy support, develop, negotiate and implement strategies and cost-sharing initiatives while representing Ontario's interests, as well as managing intergovernmental relationships with the federal and municipal governments.
- Direct the design and delivery of major government initiatives that support affordable housing choices, supportive housing options and homelessness prevention.
- Lead the research and analysis of the housing market and evaluate housing initiatives with the goal of ensuring a healthy and efficient housing market and a range of affordable housing choices.
- Develop and role-model effective relationships across divisions, the ministry and with ministry partners.
- Develop extensive partnerships and relationships with executives in other jurisdictions to investigate options and successes to maintain best practices and innovative approaches to work for the branch.
- Provide briefings and strategic advice to the Minister, Deputy Minister and Assistant Deputy Minister on policy options, analysis and recommendations.
- Direct and manage branch fiscal and material resources.
- Advance a culture among colleagues and staff that prioritizes collaboration, engagement, inclusion, equity, accessibility, excellence, and well-being.

### **How do I qualify?**

#### **Leadership:**

- You are a seasoned policy leader with demonstrated abilities in leading and influencing people, while promoting improved program delivery and policy development.
- You are an inclusive leader who fosters and creates a culture of diversity, inclusion, accessibility, anti-racism, and equity in the workplace.
- You demonstrate resiliency and have experience leading and motivating high-performing and multi-functional teams in a fast-paced, highly visible, and demanding environment, while promoting employee wellbeing and engagement.
- You demonstrate political acuity and can effectively brief and deliver strategic and confidential advice to the senior leaders and various other stakeholders.
- You have a strong track record of building credibility with staff, stakeholders, and partners.
- You are experienced in change management and have a track record of championing the adoption of innovative methods and technologies that drive true transformative business practices and solutions and taking measured and appropriate risks related to innovation.
- You have experience working through contentious human resource and labour relations issues.

#### **Relationship Management and Political Acuity**

- You have a proven track record of fostering collaborative internal and external relationships to promote a seamless integration of policy/program design and service delivery.
- You are an effective communicator, negotiator and consensus builder who is able to work

collaboratively with colleagues and stakeholders to advance shared priorities and manage complex issues.

- You have demonstrated ability to communicate complex issues and details to a diverse range of audiences, including senior decision-makers, clients and members of the public.
- You can independently build and manage relationships with external partners and stakeholders based on transparency, accountability, and trust.
- You have a high degree of integrity and political acuity to manage complex issues within the context of multiple interests, and with high public profile and scrutiny.
- You anticipate and respond to politically sensitive situations.
- You can work collaboratively across divisions, ministries, levels of government, and/or with external partners to advance innovative initiatives and continuous service improvements.

### Job Knowledge

- You have expert knowledge of strategic policy development and program delivery, within a government context.
- You are a policy professional with demonstrated experience planning, developing, implementing, and evaluating the effectiveness of public policy initiatives.
- You have demonstrated critical analysis and research skills to assess and act on sensitive and high-profile policy issues.
- You have a solid understanding of the policy, priorities, opportunities and challenges facing community housing and homelessness in Ontario and across Canada.
- You have experience in engagement, consultation, and negotiation methods, techniques and best practices, and new and emerging trends in communications (e.g. social media and the government's vision) to manage the development and implementation of stakeholder, Indigenous and key partner relations and communications strategies and support ministry initiatives.
- You have experience working through Strategic Planning Process submissions.
- You are adept at managing multiple competing priorities.
- You are a confident public speaker and presenter able to engage a wide variety of audiences effectively.

**Location:** Toronto, ON

**Salary:** \$130,930 - \$178,580 Per Year

**Job Term:** Permanent

Please apply online, only, by **Thursday, September 21, 2023**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=203836>. Please follow the instructions to submit your application. Faxes are not being accepted at this time.

If you require accommodation in order to participate in the recruitment process, please contact the Executive Recruitment Unit at [careersexecutive@ontario.ca](mailto:careersexecutive@ontario.ca). Only those applicants selected for an interview will be contacted.

The Ontario Public Service is an inclusive employer. Accommodation will be provided in accordance with Ontario's *Human Rights Code*.

[www.ontario.ca/careers](http://www.ontario.ca/careers)