



Employment Opportunity

Employer: The British Columbia College of Social Workers (BCCSW)
Position Title: Registrar/CEO
Reports To: BCCSW Board of Directors
Status: Full-Time Permanent
Closing Date: March 31, 2023

We are a dynamic organization seeking our next visionary leader. Located in the Marpole neighbourhood of Vancouver, and currently operating in a hybrid (with some in-office face-time every week) format, the BC College of Social Workers (BCCSW) regulates the social work profession in British Columbia. Supporting over 5600 registrants and upholding the Social Workers Act, our mission is to ensure the public is protected from preventable harm while maintaining governing oversight of registered practitioners.

About the Position:

This key leadership role is responsible for the successful oversight and management of the College. Following the strategic direction set out by the Board of Directors, the Registrar/CEO will uphold all aspects of the Social Workers Act and the Social Workers Regulation. Engaging and motivating internal stakeholders while effectively liaising with multiple external stakeholders, the Registrar will focus on elevating the profession of social work and enhancing the registrant experience while increasing public perception and awareness.

Core Responsibilities/Accountabilities:

Leadership

- Represent the College in a professional manner to external parties including, but not limited to, government and ministerial staff, social work bodies, registrants, other regulatory bodies, the media and concerned individuals and organizations.
- Inform and educate registrants about social work regulations and regulatory practice issues and promote the social work profession.
- Be well informed of quasi-judicial roles and responsibilities of the Board, Board Committees, and Indigenous Council.
- Strong ability to lead, recruit, develop and support a team of 12 to 15 staff and contractors, promoting a safe and healthy work environment that encourages best practices.

Strategy

- Work within a framework as established by the Board; execute and implement the overall strategic direction, expected outcomes, and annual priorities of the BCCSW.
- Proactively identify issues requiring attention.

- Ability to meet deadlines and prioritize tasks while managing a busy schedule.
- Ability to make timely and independent decisions in accordance with law and regulation as well as BCCSW policy and strategic direction.

Compliance

- Ensure the operations of the College achieves the mandate as set out in the Social Workers Act, while seeking to maintain the highest standards of social work practice.
- Act within the laws of the Province of BC as they relate to professional regulations and specifically the regulations of social workers under the Social Workers Act, Social Workers Regulation and Bylaws of the College, including but not limited to:
 - Maintaining effective, accurate and fair oversight of the registration process.
 - Ensuring that all complaints are addressed and managed in a timely manner by maintaining a transparent, objective and respectful process.

Financial and Operational Considerations

- Develop, oversee, and manage an annual budget approved by the Board; make recommendations specific to performance throughout the year.
- Manage and mitigate risks related to reputation, information, financials, staff, facilities, etc.

BCCSW Indigenous Relations Behavioural Competencies:

BCCSW staff are supported to learn and demonstrate the following Indigenous Relations Behavioural Competencies commensurate with their experience and role at the College.

- Understanding one's thoughts, feelings, values and background through *self-discovery and awareness* including how one's thoughts, feelings, values and background impact the success of their interactions and relationships with Indigenous peoples.
- Increasing one's ability to build and maintain respectful and effective relationships with Indigenous peoples through *sustained learning and development* including direct exposure to cultural and community ways and being willing to learn how diverse ways of thinking and acting can ensure the success of the College.
- The ability to work respectfully, knowledgeably, and effectively with Indigenous peoples through *cultural agility* including creating a sense of safety and by transforming feelings of nervousness or anxiety into curiosity and appreciation.
- Championing the achievement of intended, real change that meets the enduring vision of Indigenous self-determination in British Columbia through *change leadership* including learning from elders and leaders, routinely energizing the change process, and removing barriers to change.

About You:

As a truly great leader and someone that is passionate about all aspects of Social Work, you are seeking your next unique and challenging opportunity. You see all that is great about the profession of Social Work but relish the opportunity to improve public perception and registrant experience. You thrive in fast-paced environments requiring creative problem-solving, innovative thinking, and proactive issues resolution. Your inclusive style ensures you operate with the utmost integrity and fairness while seeking only excellence in all you do. Through demonstrated success, you are comfortable liaising with all levels and aspects of an organization, including but not limited to; government relations, internal staff development, board relations and regulatory supports.

Experience/Skills/Education:

- Registrar experience within a professionally regulated College or Association, and proven success working with organizations that have regulatory bodies and legislative mandates.
- Preference will be given to a Registered Social Worker in good standing
- An MSW designation and direct social work experience will be considered an asset.
- Direct experience working with and reporting to a Board of Directors would be an asset.
- A demonstrated commitment to the core social work values of honesty, integrity, courage, humility, compassion, service, fairness, respect for human worth and dignity and promoting social and administrative justice.
- The successful applicant will likely possess between 4 and 7 years of leadership experience, preferably in an administrative management capacity, supporting and developing professional team members.
- Demonstrated ability to build, manage and maintain strong relationships within an organization and with multiple stakeholders, including, but not limited to, staff, registrants, and government.
- Thoughtful and relevant understanding of Indigenous ways of being, including Indigenous culture, history, protocol, and current issues faced by Indigenous people.
- Strong conflict resolution skills and a demonstrated ability to effectively and efficiently manage change.
- Up to 20% travel with the potential for international travel.

What We Offer:

The salary range for this position is \$125,000 - \$140,000 with the potential for some flexibility dependent upon the skills and experience the identified candidate brings to the role. We are also pleased to offer a comprehensive total rewards package including

vacation, extended health and dental benefits, a RRSP matching program and support for ongoing professional development.

How to apply:

If this sounds like you, we would love to hear from you. Please email your cover letter and resume in a Word or PDF file to Emily Lord of HR West Consulting at emily@hrwest.ca **being sure to include the position title in the subject line.**

We kindly ask that applications be sent by email only—no fax or mail applications please—and request that you do not phone. Due to the high number of applications, we receive, only applicants who are selected for an interview will be contacted.

We sincerely thank all applicants for their interest in BCCSW.

BCCSW is an equal opportunity/affirmative action employer committed to an inclusive and diverse workplace. All qualified applicants will receive consideration for employment regardless of race, colour, citizenship status, national origin, ancestry, sex, gender (including gender expression and gender identity), sexual orientation, age, weight, religion, creed, disability status, or any other basis prohibited by law.