

## **CHILD AND FAMILY ALL NATIONS COORDINATED RESPONSE NETWORK** **EMPLOYMENT OPPORTUNITY – COMPETITION # 2026-12**

ANCR (Child and Family All Nations Coordinated Response Network) delivers centralized, essential intake services that are part of the comprehensive and coordinated child and family services system in the City of Winnipeg. We provide crisis response and intake case services, conduct abuse investigations and offer preventative programs and services. ANCR is generally the first point of contact with the child and family services system. We provide service 24 hours a day, 7 days per week. ANCR receives both emergency and non-emergency calls, with highly qualified staff making initial assessments and referring callers to ongoing services as appropriate.

ANCR's goal is to promote and support the safety and wellbeing of children and families by providing culturally appropriate, strength-based child and family intake services. We recognize the role we must take in reconciliation as we embrace and support the inherent right of Indigenous communities to care for and ensure the wellbeing of their children. Our role as a designated intake agency is to commit to the Truth and Reconciliation Calls to Action and ensure that we are always acting to end the colonization and multigenerational trauma perpetrated by our system.

**POSITION:** Abuse Investigations Supervisor – Permanent, Full Time  
**LOCATION:** 200 Main Street Winnipeg, MB (ANCR Main Office)  
**CLASSIFICATION:** SP5  
**SALARY:** \$76,605.03 - \$106,593.91 annually  
**CLOSING DATE:** June 5, 2026

\*PREFERENCE WILL BE GIVEN TO INDIGENOUS CANDIDATES. APPLICANTS ARE ENCOURAGED TO SELF DECLARE. WE VALUE LIVED EXPERIENCE AND KNOWLEDGE OF INDIGENOUS WAYS OF KNOWING, THINKING, AND BEING. ALL OTHER APPLICANTS MUST HAVE A DEDICATION TO ALLYSHIP WITH INDIGENOUS PEOPLE AND AN ONGOING COMMITMENT TO RECONCILIATION. An eligibility list may be created for similar positions and will remain in effect for 6 months.

### **QUALIFICATIONS:**

- Must have a thorough understanding of the impact of colonization and the legacy of residential schools and 60's scoop and be committed to the work of decolonization of the child & family service system.
- Bachelor of Social Work or equivalent combination of education and experience.
- At least 5 years of experience in a Child & Family Services environment with at least 3 of conducting child protection investigations.
- Supervisory experience and direct experience conducting child abuse investigations are both assets.
- Core competencies for this position include communication, cultural competence, customer/client focus, decision-making, collaboration, conflict management, safety awareness, coaching, facilitating change, guiding and developing, managing work and team leadership.
- A valid Manitoba driver's license, divers abstract and a vehicle with \$2,000,000 liability insurance is a requirement of this position.
- A satisfactory criminal records check, prior contact check and a check of the Child Abuse Registry is a requirement of all ANCR employment positions. Applicants must be legally entitled to work in Canada.
- Demonstrated skills in applying trauma informed leadership principles in promoting safety, trust, collaboration and staff well-being; recognizing the effects of trauma and supporting resilient, values-based and compassionate practice.
- Demonstrated skills and experience in working collaboratively across multiple systems to achieve common service goals and positive outcomes for children and families.
- Ability to work respectfully and collaboratively in an inclusive and diverse workplace.
- Strong and consistent interpersonal and intercultural communication, interacting respectfully, inclusively and effectively with staff, collaterals and the public.

### **DUTIES:**

This is a supervisory position that provides leadership, coaches and supports a team of Abuse Investigation and Administrative Support Workers.

- Manages workload distribution, provides performance management, participates in recruitment oversees employee development and implements all administrative services, personnel policies and procedural requirements within the service unit.
- Ensures all service is provided in compliance with An Act respecting First Nations, Inuit, Metis children youth and families, the Child and Family Services Act, and related regulations, national and provincial standards, and ANCR policies and procedures
- Provides continued consultation, monitoring and supervision on all assigned intakes to ensure that decisions are made in the best interests of children and families.
- Reviews and approves intake disposition including abuse investigation conclusions, transfer or termination of services and compliance with related administrative procedures.
- Provides orientation, coaching, mentoring and performance management in compliance with the collective agreement and ANCR's Human Resources policies. Provides for the professional development and training of the team, and participates in decisions on hiring, termination, promotion and discipline as required.
- Participates in the development of strategic plans, work plans and appropriate program management and program reporting mechanisms and maintains appropriate management reporting systems.
- Build and maintains partnerships with Child and Family Services agencies and authorities, provincial leadership and departments, community organizations, law enforcement, education and health providers.
- Prepares a variety of written program manuals, program materials, resources, correspondence, procedures, directives, presentations, reports and other materials as required.
- Maintains appropriate management and reporting systems in compliance with Case Management Standards, CFS legislations and regulations and ANCR policies.

All qualified internal candidates will be considered first. Testing may form part of the selection process. ANCR is committed to employment equity and diversity and encourages applications from all qualified candidates, including women, people of any sexual orientation, gender identity, or gender expression; visible minorities and racialized people; and people with disabilities.

Your cover letter and resume must clearly indicate how you meet the qualifications. Please review [www.ancr.ca](http://www.ancr.ca) for more information. Please submit your resume with cover letter and quote **Competition #2026-12** by **June 5, 2026, to:**



Human Resources  
Child and Family All Nations Coordinated Response Network  
2 - 200 Main Street, Winnipeg, MB, R3C 1A8  
FAX: 204-504-7342 Email: [ancr-hr@gov.mb.ca](mailto:ancr-hr@gov.mb.ca)

**We thank all who apply; however, only those selected for an interview will be contacted.**

The Child and Family All Nations Coordinated Response Network (ANCR) acknowledges that we are on Treaty One Land. On Turtle Island, this is the traditional territory of the Cree, Anishnaabe, Oji-Cree, Dene, and Dakota peoples and the homeland of the Métis Nation.