

**Manager, Social Work Program  
(40 hours per week, Permanent)**

**Who We are:**

Langs is a grass-roots neighbourhood-based organization that has become so much more! Langs was established as a community development project in 1978 by a group of citizens and service providers concerned about the lack of accessible services in the community. Langs has grown to become a dynamic, respected multi-service organization that uses a community development approach to provide comprehensive health, social and recreational services that are responsive to the changing needs of our community.

**What We Are Looking For:**

We are currently recruiting for a Manager, Social Work Program to join our team for a full-time position. This role participates as a member of the leadership team and provides strategic, clinical, and operational leadership for social work services. The role will be responsible for developing a community social work program, including supervising and supporting social work staff, advancing high-quality and equitable service delivery, and strengthening interprofessional collaboration.

**A successful candidate in this role would have**

- A Masters degree in the field of social work, counselling, psychology or a related health or social service discipline is required or an equivalent combination of education and years of experience.
- Registration and in good standing with a relevant professional college/registering body (College of Social Work and Social Service Workers, College of Psychotherapists)
- Minimum of 3 to 5 years' progressive leadership or management experience, preferably in primary care, community health, or a community-based setting
- Demonstrated ability to lead, coach, and support staff
- Demonstrated skills in program development, implementation, evaluation and quality improvement;
- Excellent leadership, communication, conflict resolution, and interpersonal skills
- Knowledge of the health care system, community-based services, and interprofessional models of care
- Experience working with individuals and families with chronic disease management, trauma, grief and/or multiple or complex needs
- Expertise in motivational interviewing and change management strategies
- Demonstrated crisis intervention and patient advocacy skills
- Thorough knowledge and understanding of community resources
- Demonstrated understanding of the social determinants of health, health equity, trauma-informed practice, and anti-oppressive approaches
- Registration in good standing with the Ontario College of Social Workers and Social Service Workers

**In this role you will be expected to complete the following tasks**

- Develops, leads and manages community-wide social work program to improve services, partnership and community impact.
- Recruits, hires, orients, supervises, mentors, evaluates, and supports direct reports in alignment with organizational policies and professional standards
- Provides leadership and accountability for the day-to-day delivery, coordination, and continuous improvement of social work services
- Monitors service outcomes, performance indicators, and emerging trends to support service planning, program development and accountability
- Ensures appropriate staffing levels and service coverage to meet patient, program, and organizational needs.
- Ensures the knowledge, skills, competence, and ongoing professional development of direct reports
- Facilitates team meetings and supports effective communication, collaboration, and problem-solving across the team
- Prepares and contributes to internal and external reports, including program, quality, and funder reporting
- Upholds compliance with clinical, professional, organizational, and accreditation standards relevant to social work services
- Prepares reports for funders, leadership, and governance bodies as required
- Assumes leadership responsibilities for designated organizational or cross-functional initiatives as assigned
- Supports the development and refinement of systems, policies, procedures, and information processes related to service delivery and accountability.
- Represents Langs on external committees, community tables, and partnership initiatives relevant to social work services
- Builds and maintains collaborative relationships with community agencies and partners to support coordinated care, referral pathways, and system navigation.
- Promotes patient and community engagement in planning, evaluation, and service improvement activities as appropriate.
- Contributes to funding proposals, budget planning, and resource requests as required
- Performs other related duties that support the mission, mandate, and operational requirements of the organization.

**What We Can Offer You:**

Langs is an organization where people belong. Langs is committed to promoting Inclusion, Diversity, Equity, and Access for all our staff, patients, participants, and volunteers. We are committed to equal employment opportunity regardless of race, colour, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender identity or Veteran status. Langs strives for an inclusive environment centred on employee wellbeing and supportive leadership. Don't meet every requirement? Studies have shown that women and people of colour hesitate to apply to jobs unless they meet every single qualification. At Langs, we are dedicated to building a diverse, inclusive and authentic workplace, if you're excited about this role but your past experience doesn't align perfectly with every qualification please apply and share in your cover letter why you believe you are the right candidate.

**The successful candidate would be eligible for the following benefits:**

- Starting Salary of \$83,798 - \$93,795 Annually
- 3 Weeks paid vacation, with an increase to 4 weeks after 1 year of employment
- 15 Sick/Personal Days per year
- 10 Professional Development days per year
- Enrolment in Healthcare of Ontario Pension Plan (HOOPP)
- Comprehensive Extended Health and Dental Care Plan including a \$1000 Healthcare Spending Account.

Candidates are required to submit a detailed cover letter along with their resume by June 12, 2026  
Candidates requiring accommodation to participate should contact Human Resources to communicate any accommodation needs.

This job posting is for an existing or expected vacancy within our organization.  
Langs, 1145 Concession Road, Cambridge, Ontario, N3H 4L5  
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