

Director, Centre of Forensic Sciences

Ministry of the Solicitor General

Are you looking to make an impactful and unique contribution within one of the Ontario government's largest ministries? Consider this opportunity to step in as the next **Director** of the **Centre of Forensic Sciences** within the **Ministry of the Solicitor General**.

Ontario's Centre of Forensic Sciences is one of the most extensive forensic science facilities in North America. We are committed to Science for Justice and our mission is to provide excellent scientific laboratory services in support of the administration of justice and public safety programs for the citizens of Ontario. The Centre has two laboratories located in Toronto and Sault Ste. Marie, where they conduct scientific investigations in cases involving injury or death in unusual circumstances and in crimes against persons or property.

The Centre is seeking a courageous leader with demonstrated integrity to direct the operations of a large, multi-disciplinary group of professionals in the provision of forensic science services to support law enforcement agencies, coroners, pathologists, Crown attorneys and other investigative agencies for the Province of Ontario. The Director will be looked upon to promote service excellence and support the Centre in maintaining a world-class reputation, while fostering an anti-racist and inclusive workplace that encourages employee wellbeing.

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, merit-based, 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 invited to complete the [voluntary survey](#)

< https://forms.office.com/Pages/ResponsePage.aspx?id=KRLczSqsI0u3ig5crlWGXECm01kkkeFGu_f74N5rh4JUM0xRMEZRWkZJMzJZU1o0TUhJOVq3SEJDMiQIQCN0PWcu&wdLOR=cFE8E46DE-5B50-4E22-A347-D9C46EE9613E > and contribute to building a more diverse, inclusive and accessible OPS. If you have completed the survey since September 28th, 2020, you do not need to complete it again unless you would like to change your responses or consent. The OPS is an accessible employer and offers accommodation in all aspects of employment, including the recruitment process.

Visit the [OPS Anti-Racism Policy](#) < <https://www.ontario.ca/page/ontario-public-service-anti-racism-policy> > and the [OPS Diversity and Inclusion Blueprint](#) < <https://www.ontario.ca/page/ops-inclusion-diversity-blueprint> > pages to learn more about the OPS commitment to advancing racial equity, diversity and inclusion.

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> >. Refer to the application instructions below if you require a disability-related accommodation.

What can I expect to do?

Reporting to the Assistant Deputy Minister, Public Safety Division, you will:

- Provide strategic leadership to a large multi-disciplinary team of scientific, technical and administrative professionals in the provision of forensic science services
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- Provide staff development and educational opportunities for employees
- Ensure appropriate policies, guidelines and practices are in place to provide high-quality forensic science services to law enforcement agencies, administration of justice officials and those providing public safety services
- Lead the development of proper testing procedures and ensure that appropriate processes are in place to ensure objective and unbiased communication of results in reports and courtroom testimony
- Provide oversight to ensure laboratory practices meet the requirements of the accrediting body
- Provide training to the client groups to provide insight around the capabilities of the laboratory and the limitations of the evidence
- Foster effective relationships with key stakeholders and partners
- Oversee the development of briefing and information materials for the Ministry's senior management team
- Ensure the measurement of activities to meet the performance rating requirements of the government
- Manage the Centre's budget, as well as human resource activities for staff in both Toronto and Sault Ste. Marie laboratories such as performance development, staffing decisions and labour relations issues such as grievances
- Represent Ontario in national forensic science initiatives and support the international forensic science community

How do I qualify?

Leadership

- You have proven leadership experience with a demonstrated ability to motivate, inspire and engage a large, multi-disciplinary group of scientific, technical and administrative professionals
- You are an inclusive leader who fosters and creates a culture of diversity, inclusion, anti-racism, equity, and wellness in the workplace
- You are courageous and have a track record of delivering complex services that involve making difficult choices, addressing issues, and taking bold action
- You have leadership experience in the field of forensic sciences and a proven track record of success in managing a large, complex scientific enterprise to the highest quality standards and outcomes
- You have a demonstrated ability to challenge the status quo and encourage the adoption of innovative methods and technologies that drive true transformative business practices and solutions

Job Specific Knowledge & Expertise

You have:

- Specialized expertise in forensic science normally obtained through an Honours Bachelor of Science degree in Biology, Biochemistry, Pharmacology, Toxicology, Chemistry or forensic-related science from a university of recognized standing, and extensive experience as a practising forensic scientist, including forensic laboratory experience, and progressive experience in the management of forensic science operations
- Thorough knowledge of current forensic science issues and advances, including internationally accepted standards for accreditation (ISO 17025), as demonstrated through the completion of laboratory audit training and the conduct of internal and external quality audits of forensic laboratories
- Demonstrated knowledge of, and experience with, the Ontario court system, procedures and the role of the expert witness, as demonstrated through the provision of expert witness testimony in courts and inquests, as well as health and safety laboratory practices and legislation
- Experience in the effective management of financial resources to deliver services within budgetary allocations

Partner Management and Political Acuity

- You have demonstrated the ability to promote and maintain a client-focused organization by developing and sustaining positive, productive relationships with justice participants, including,
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- but not limited to, the judiciary, the Crown, police investigators and media
- You work closely with a broad range of stakeholders and can handle issues that are under intense media, stakeholder and political scrutiny
- You have experience providing strategic advice and recommendations to senior executives
- You have proven ability to manage complex relationships and maintain key contacts at all levels of government, professional bodies and other organizations
- You have demonstrated political acumen to engage and manage high-profile stakeholders in a politically complex environment

Notes:

- The Director's headquarters are located at 25 Morton Shulman Ave., Toronto; however, there will be an expectation of travel throughout the province on a regular basis, as required.

Location: 25 Morton Shulman Ave., Toronto, ON

Salary: \$130,930 to 175,070 Per Year

Job Term: Permanent

Please apply online, only, by **Thursday, October 14, 2021**, by visiting <http://www.gojobs.gov.on.ca/Preview.aspx?Language=English&JobID=169847>. 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. 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
