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## Director, Special Education and Success for All

**Organization:** Ministry of Education

**Division:** Student Support and Field Services Division

**City:** Toronto

**Language of Position(s):** English

**Job Term:** 1 Permanent

**Job Code:** XEXE2 - Executive 2

**Salary:** \$130,930.00 - \$178,580.00 Per Year

**Posting Status:** Open Targeted

**Job ID:** 213522

 **Apply Online**

Are you ready to lead impactful change in the education sector, supporting the achievement and success of students with special education needs? The Ontario Ministry of Education invites passionate and visionary leaders to apply for the position of Director, Special Education and Success for All. This is a unique opportunity to shape evidence-based policies and programs that directly impact children in the educational system that are receiving special education services.

As the Director, you will be at the forefront of developing evidence-informed policies and practices to support successful educational outcomes for students with special education needs. Your leadership will extend to financial supports, accountabilities, and cross-collaboration efforts, aligning with stakeholders and partners to address issues requiring policy responses. You will navigate complex issues with a focus on achieving positive outcomes. Your role will be pivotal in ensuring horizontal policy integration for inter-ministry initiatives that serve children and youth with disabilities or special education learning needs.

The Director will lead a high performing team to work collaboratively with external partners, other levels of government and internal partners across the ministry and government to provide client-focused services. The Director will also work with their leadership team and staff to advance innovation, creative problem-solving, and best practices in policy development for special education. As a member of the ministry's senior leadership team, this Director will be accountable for advancing employee engagement and wellbeing, and upholding a diverse, inclusive, accessible, and respectful workplace where every employee has a voice and the opportunity to fully contribute.

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 behavior, 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-centered 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.

### OPS Commitment to 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** 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, Black, racialized, 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**. 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**, the **OPS Diversity and Inclusion Blueprint** and the **Multi-Year Accessibility Plan** 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, the Director, Special Education and Success for All will:

- Provide operational, evidence-based special education policy leadership by directing the implementation of the ministry's strategic frameworks, policies, and programs for students with special education needs across the K-12 publicly funded provincial education system.
- Support and monitor special education policy and program implementation in the K-12 education system.
- Build and foster positive relationships with District School Boards in Ontario.
- Maintain stakeholder relationships and awareness of emerging issues and opportunities. Provide policy and program information, expertise, and interpretation in support of issues management.
- Provide expertise to other branches of the ministry to ensure that issues associated with special education are considered and addressed.
- 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.
- 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 have experience working through human resource and labour relations issues.
- You optimize utilization of fiscal and material resources, build the capacity of teams and leverage strengths to achieve key outcomes.
- 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.

### 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 knowledge of policies and legislation related to disabilities and special education needs for children and youth in Ontario.
- You have expert knowledge of strategic policy development and program delivery, within a government context.
- You can determine long-term issues, problems and opportunities and develop sound strategies and plans to address special education issues.

- 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 experience in engagement, consultation, and negotiation methods, techniques and best practices; 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 to 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.

### Additional Information:

**Address:** • 1 English Permanent, Toronto, Toronto Region

**Compensation Group:** Executive

**Schedule:**

**Category:** Executive

**Posted on:** Wednesday, April 3, 2024

**Note:**

- The OPS uses multiple methods to assess candidates for executive positions; these may include resume screening, interviews, assignments, psychometric assessments, simulations and reference checks.

**The salary reflected above has been adjusted and the new salary range for this position is \$130,930 to \$180,360.**

### How to apply:

1. You must apply online by visiting [www.ontario.ca/careers](http://www.ontario.ca/careers). You must enter the job ID number in the Job ID search field to locate the job ad.
2. Your cover letter and résumé combined should not exceed five (5) pages.
3. Customize your cover letter and resume to the qualifications listed on the job ad. Using concrete examples, you must show how you demonstrated the requirements for this job. We rely on the information you provide to us.
4. OPS employees are required to quote their WIN EMPLOYEE ID number when applying.
5. If you require a disability related accommodation in order to participate in the recruitment process, contact the Executive Recruitment Unit at [careersexecutive@ontario.ca](mailto:careersexecutive@ontario.ca).

Applicants to this competition may also be considered for other executive opportunities within the OPS.

**All external applicants (including former employees of the Ontario Public Service) applying to a competition in a ministry or Commission public body must disclose (either in the cover letter or resume) previous employment with the Ontario Public Service. Disclosure must include positions held, dates of employment and any active restrictions as applicable from being rehired by the Ontario Public Service. Active restrictions can include time and/or ministry-specific restrictions currently in force, and may preclude a former employee from being offered a position with the Ontario Public Service for a specific time period (e.g. one year), or from being offered a position with a specific ministry (either for a pre-determined time period or indefinitely). The circumstances around an employee's exit will be considered prior to an offer of employment.**

**Remember:** The deadline to apply is **Wednesday, April 17, 2024 11:59 pm EDT**. Late applications will not be accepted.

We thank you for your interest. Only those selected for further screening or an interview will be contacted.

**All Ontario Public Service external job advertisements are posted in English and French. To confirm the language requirements of a job, check the "language of position" information at the top of each job ad. For all positions, candidates will be assessed in English, the business language of the Ontario Public Service. For English/French designated bilingual positions, candidates will also be assessed through French-language proficiency testing.**

**Toutes les offres d'emploi externes de la fonction publique de l'Ontario sont affichées en anglais et**

**en français. Pour connaître les exigences linguistiques, vérifiez les renseignements sur la « langue du poste » figurant dans le haut de chaque offre d'emploi. Pour tous les postes, l'évaluation des candidates et candidats se fera en anglais, la langue usuelle de la fonction publique de l'Ontario. En ce qui concerne les postes désignés bilingues, la maîtrise du français des candidates et candidats sera également évaluée.**

**The Ontario Public Service is an inclusive employer.  
Accommodation is available under the *Ontario's Human Rights Code* .**

Note: The only website where you can apply on-line for positions with the Ontario Public Service is <http://www.gojobs.gov.on.ca>

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