



OPPORTUNITY

(External – Union)

DATE OF POSTING:	August 24, 2023
POSITION:	Child Protection Worker – Protection Services – Indigenous Services (x2)
TERMS OF EMPLOYMENT:	Permanent Full-time, unionized
POSTING NUMBER:	2023 - 20
START DATE:	To be determined
HOME LOCATION:	Townsend (regular travel within the agency's jurisdiction is required as well as occasional travel outside of the agency's jurisdiction)

All applicants must have an Indigenous, Metis or Inuit background and/or enhanced knowledge of Indigenous, Metis, and Inuit culture including but not limited to the impact of colonization, residential schools and intergenerational trauma. Preference will be given to Indigenous, Metis, and Inuit applicants.

EDUCATION AND EXPERIENCE REQUIRED:

- B.S.W. or M.S.W. or enrolled in a University of recognized standing,
Or
- Equivalent as deemed suitable by the Executive Director with a willingness to complete a B.S.W. program
- Must have a valid Ontario "G" class driver's license and reliable vehicle.

RESPONSIBLE TO: Indigenous Service Manager - Protection

Under the Supervision of Indigenous Service Manager - Protection

The Child Protection Worker assumes the full range of Child Protection case management responsibilities, this may include investigation assessment and ongoing protection services. This includes ongoing risk assessments, conducting new investigations, determining risk reduction and treatment plans, counselling children and families at risk, managing cases through the court process, developing service and permanency plans for children in care and working with residential resources.

MAJOR RESPONSIBILITIES

- Provide child protection services consistent with the overall direction provided by the Supervisor, the requirements of the Child, Youth and Family Services Act and its regulations, Ministry requirements and the Society's policies and procedures
- Initiate and prepare court documentation and give evidence in court to support child protection plan
- Identify, assess risk to children and develop intervention plans to reduce the conditions contributing to risk
- Provide emergency admission of children to care when required and assess the suitability of potential placements for children in conjunction with the Resources Department
- Provide ongoing support and counselling to children and families
- Ensure coordination of their duties and effective communication with staff, clients and collaterals
- Other Duties as assigned

KNOWLEDGE AND SKILLS REQUIRED

- Personal integrity, responsibility and a commitment to the best interests of children
- High degree of assessment and analytical skills
- Knowledge of child development, behaviour and the effects of child maltreatment
- The ability to utilize various treatment modalities
- The ability to prepare cases for court and to give evidence as required
- The ability to work well in a crisis and under pressure
- Commitment to uphold the agency's information practices.
- Recognition of the power and authority that Society staff inherently hold and commitment to disrupt this power dynamic and work collaboratively alongside families, youth and children.
- Ability to identify personal biases, how they impact work in the child welfare sector and a dedication to challenging these biases.
- Awareness that overrepresentation and disproportionately exists in the child welfare sector and a commitment to address this through equitable service delivery.

- Understanding of one's own personal identity, culture, and social location in order to recognize individual and cultural differences, and provide services that are culturally proficient and identity affirming
- The ability to set priorities and meet deadlines
- The ability to work both independently and cooperatively as part of a team
- The ability and knowledge to liaise with other resources and community organizations as required
- The ability to collaborate effectively with colleagues and foster/adoptive families
- Excellent verbal, written and listening communication skills
- Demonstrated computer literacy according to job requirements

ANNUAL SALARY RANGE: In accordance with the Collective Agreement - \$58,527 - \$82,210

As a condition of hire, selected candidates will be required to provide:

- Consent for Police - Vulnerable Records Check - Results must be satisfactory to the employer
- Consent for Child Welfare check- Results must be satisfactory to the employer
- Must have a valid Ontario "G" class driver's license and reliable vehicle.

Child and Family Services of Grand Erie is committed to working from an Anti-Oppressive and Equity practice and is dedicated to building a workforce that reflects the diversity of the community in which we live and serve.

If you don't see yourself fully represented in each requirement of the job description, we still encourage you to apply. Research has shown individuals from underrepresented groups may only apply when they feel 100% qualified. We are committed to creating a more equitable, inclusive, and diverse organization and we strongly encourage all applicants with diverse identities and lived experiences to apply and to please self-identify in their cover letter.

We are committed to creating an accessible environment for all. Please let us know if you have any accommodation needs.

We thank all applicants; however only those considered for interviews will be contacted.

APPLICATION: Applications in writing, with resume will be accepted electronically at:

Email: employment@cfsge.ca

CLOSING DATE: **September 7, 2023 @ 4:30 pm**