



## OPPORTUNITY

(External – Union)

<b>DATE OF POSTING:</b>	<b>March 27 @ 4:30 pm</b>
<b>POSITION:</b>	<b>Child Protection Worker – Protection Services – Indigenous Services</b>
<b>TERMS OF EMPLOYMENT:</b>	<b>Permanent Full-time, unionized</b>
<b>POSTING NUMBER:</b>	<b>2025 - 12</b>
<b>START DATE:</b>	<b>To be determined</b>
<b>HOME LOCATION:</b>	<b>Brantford (regular travel within the agency's jurisdiction is required as well as occasional travel outside of the agency's jurisdiction)</b>
<b>POSTING TYPE:</b>	<i>All applicants must have a First Nations, Metis or Inuit background and/or enhanced knowledge of First Nations, Metis, and Inuit culture including but not limited to the impact of colonization, residential schools and intergenerational trauma. This posting has been designated under article 11.05 of the collective agreement as a position to be filled by a candidate from an equity deserving group (Indigenous).</i>

### 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 Supervision:**

The Child Protection Worker – Protection Services, 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**

### **Under Supervision:**

- Provide child protection services consistent with the overall direction provided by the Child Welfare Manager, the requirements of the Child, Youth and Family Services Act (CYFSA), 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 enhanced collaboration and coordination with Band representatives, effective communication with staff, clients, and collaterals, and coordination of their duties
- Actively uphold the principles identified in the Society's Code of Ethics
- 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 potential impacts of trauma
- 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 child welfare staff inherently hold and commitment to disrupt this power dynamic and work collaboratively alongside families, youth, and children
- Awareness and competency in identifying bias, discrimination and racism and a commitment to exemplify the organization's dedication to social justice and reducing barriers for children, youth, families, colleagues, and the broader community
- Knowledge of the Truth and Reconciliation Commission of Canada Calls to Action and the impacts of colonization, residential schools, the sixties scoop and the continued overrepresentation of Indigenous children in care on Indigenous people
- Understanding of Indigenous practices
- 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
- Ability to work independently and cooperatively as a part of a team setting
- 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
- Openness to ongoing learning and professional development

**ANNUAL SALARY RANGE:** In accordance with the Collective Agreement Child Protection Worker Grid - \$71,382 - \$88,097 annually (or hourly equivalent)

*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 PROCESS:** Submit resume and cover letter electronically at:

**Email:** [employment@cfsge.ca](mailto:employment@cfsge.ca)

**To complete your application for consideration, please include a single sentence statement confirming simply that you do/do not align with the designated criteria of this particular posting in your cover letter.**

**CLOSING DATE:** **April 10, 2025 @ 4:30 pm**