



CHILD PROTECTION WORKER FAMILY ONGOING JOB AD/JOB DESCRIPTION

Child Protection Worker - Family Ongoing OGD-026-12

OGWADENI:DEO **Permanent Full-Time**

Applications will be received by Ogwadeni:deo up to 4:00 pm on September 26, 2026 or until filled for the **Child Protection Worker - Family Ongoing** position with Ogwadeni:deo. The Job Posting and Job Description are also available for printing from the www.greatsn.com website.

Ogwadeni:deo offers:

- ✓ **100% employer Paid Extended Health & Dental Benefits** with **Greenshield** as our provider our plan includes
- ✓ Extended Health **single and family coverage**
- ✓ **Life and Dependent** life Insurance
- ✓ **\$ 1,500.00 Annual Health Care Spending Account**
- ✓ **100% paid Employer Long Term Disability** with Desjardins as our provider
- ✓ **Vacation plans starting at four (4) weeks**, with recognition of years of service from previous Child Welfare experience
- ✓ **Fourteen (14)** additional designated paid days (Statutory included)
- ✓ Industry leading wages with recognition of previous position experience for wage grid placement
- ✓ OMERS Defined Benefit Pension Plan

The Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through Ogwadeni:deo website [Get Involved – Ogwadeni:deo \(ogwadenideotco.org\)](http://ogwadenideotco.org).

- ✓ **NO LATE APPLICATIONS ACCEPTED**
- ✓ **Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.**
- ✓ **We thank all applicants for your interest, however, only those applicants receiving interviews will be contacted**

JOB SUMMARY:

Each Child Protection Worker, Family Support may be responsible, for any of the following: case management duties related to ongoing Services, responds to new reports that a child/youth may be in need of protection, providing support to families found eligible for Ogwadeni:deo services, supporting families whose children/youth are admitted into alternative care, facilitating permanency care arrangements when appropriate, and other related duties as determined by their Supervisor to ensure child safety and positive outcomes for all involved in each individual case.

Type	Full Time
Closing Date	September 26, 2026 or until filled
Term:	Permanent
Hours of Work	35 hours per week
Wage	\$ 57,600.00 - \$ 87,750.00 per annum

BASIC QUALIFICATIONS:

- Will have a BSW or equivalent University Degree from a recognized post-secondary institution, preferably with one year of front line and case management work experience within the child welfare sector **OR**



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- Social Services Worker Diploma/Certificate or equivalent College Diploma/Certificate to the employer's satisfaction with three years of front line and case management work experience within the child welfare sector, with the willingness to upgrade their studies to a BSW University degree from a recognized post-secondary institution.
- Child Welfare Authorization Training is preferred
- Must have a valid class "G" driver's license.
- Must submit a favourable criminal reference check and vulnerable sector screening.
- Must be willing to work flexible hours.

SUBMISSION PROCEDURE: (Choose one method ONLY):

Method # 1: OGWADENI:DEO IN PERSON DROP OFF – Applications must include all of the following:

1. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
2. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
3. Photocopy of your education diploma/degree/certificate and transcript.
4. Place all documents listed above in a sealed envelope and mail to or drop off at:

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OGWADENI:DEO

Permanent Full-Time

ATTN: HR

2469 Fourth Line

Ohsweken, Ontario N0A 1M0

Business Hours Monday to Friday 8:30 am to 4:00 pm

Method #2: EMAIL SUBMISSION

1. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
2. Please email application package careers@ogwadenideotco.org
 - a. Please ensure the job title and posting number is in the subject line.
3. If you have any questions or need assistance please reach out to Human Resources at 519-445-1834 ext. 4554 or via email at careers@ogwadenideotco.org.

Method #3: Online

1. Please visit: [Get Involved – Ogwadeni:deo \(ogwadenideotco.org\)](https://ogwadenideotco.org) to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which includes:

Insert Finalized Date



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1. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
2. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
3. Copy of your education diploma/degree/certificate and transcript.

If you have any questions or need assistance, please reach out to Ogwadeni:deo Human Resources at 519-445-1864 or via email at careers@ogwadenideotco.org



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Title of Immediate Supervisor:	Supervisor, Ongoing Family	Team:	Ongoing Family
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Mission

We are dedicated to assume our responsibilities for taking care of children in partnership with the community:

- **By strengthening families through healing at home and in the community,**
- **By practicing client centered approaches,**
- **By honouring the family of origin,**
- **By valuing, upholding and bringing forward Ogwehon:we/Haudenosaunee/Indigenous knowledge as foundational practices of family wellness, and**
- **By respecting the expertise within the community.**

We will demonstrate kindness and understanding to reinforce Ogwehon:we values in the practices of delivering, managing and administering our services. We strengthen the relationships of women and men in a gender balanced development of family systems.

Purpose of the Role

Each Child Protection Worker, Family Support may be responsible, for any of the following: case management duties related to ongoing Services, responds to new reports that a child/youth may be in need of protection, providing support to families found eligible for Ogwadani:deo services, supporting families whose children/youth are admitted into alternative care, facilitating permanency care arrangements when appropriate, and other related duties as determined by their Supervisor to ensure child safety and positive outcomes for all involved in each individual case.

Major Position Responsibilities

RESPONSIBILITIES AND SUPPORT TO OGHWEHO:WEH FAMILIES, CHILDREN AND YOUTH

- Work in accordance with provincial child welfare standards and guidelines and the CYFSA.
- With a family centered approach, assesses the service needs of children/youth and their families transferred for ongoing services and support.
- Assists those deemed eligible for Ogwadani:deo services in the development of a service plan that will address the identified service needs including the use of traditional interventions/services and including referral to others for the completion of clinical assessments where appropriate and the provision of needed, related services not provided by Ogwadani:deo as appropriate.
- Acts as the family's "case manager" in terms of facilitating access to other services, providing ongoing support and assessing risk to children in collaboration with the child/youth, their family, their extended family/clan members and a Kotinonha home if involved as well as other community collaterals, and providing the information to the Supervisor for review and approval as appropriate.
- Conducts investigations when there are new allegations of risk of harm to children/youth that include completing an investigation, as per provincial standards.
- Through referrals to the ADR process, coordinates family and community collaboration to ensure the safety, permanency and well-being of children/youth.
- When a child/youth is found to be in need of protection, develops an appropriate, least intrusive initial action and service/safety plan and submits for review and approval to her/his Supervisor.
- If a child/youth is found to be in immediate risk of harm, the Child Protection Worker will be responsible in bringing the child/youth to a place of safety, authorized by the Executive Director through lines of authority.
- Advises the alternative caregiver deemed a place of safety and all children/youth placed in alternative care with respect to their rights and responsibilities under legislation.
- Advises the alternative caregiver, in consultation with the assigned Child Protection Worker, ACRT, as to the needs of the child/youth, the probable adjustment problems anticipated and the methods of support that will be required/provided.
- Meet the standard requirements for alternative care placements through the coordination of either a Kinship Service Agreement, Temporary Care Agreement, Formal Customary Care Agreement or preparation for court hearings.
- Facilitates and/or supervises access of children and their family as required.

Insert Finalized Date



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- Provides crisis intervention services as required.
- Will from time-to-time, supervise post-secondary students on field placement.
- Prepares and sends notice to and consults with a child/youth's First Nation Representative where a child/youth that is the subject of a protection assessment is a member of a First Nation other than Six Nations or a Native Community.
- Participates in the development of the annual staff training/professional development plan based on the results of staff evaluations
- Participates in the annual review of the content of their position description and recommends any needed changes to their supervisor.
- Assists with the preparation of applications for warrants to facilitate a protection assessment where an alleged situation does not require immediate action and time permits.
- Assists with the preparation of the requisite documentation required for an application to a provincial Family Court in those cases in which voluntary agreement cannot be achieved through discussion and use of the alternative dispute resolution process and where service is deemed necessary to ensure the protection of the child/youth involved.
- Conducts reviews of the files of persons willing to apply for legal guardianship, in consultation with the Alternative Care Resource Team, in relation to the long term needs of all children/youth requiring a long-term or permanent arrangement.
- Maintains regular communications with other community-based and external service providers pertinent to sharing general information, and ideas about effective protective interventions and service delivery, as well as encouraging maximum coordination of program services.
- Performs other duties as assigned

Knowledge, Experience & Skills Required

Basic/Mandatory Requirements

- Will have a BSW or equivalent University Degree from a recognized post-secondary institution, preferably with one year of front line and case management work experience within the child welfare sector **OR**
- Social Services Worker Diploma/Certificate or equivalent College Diploma/Certificate to the employer's satisfaction with three years of front line and case management work experience within the child welfare sector, with the willingness to upgrade their studies to a BSW University degree from a recognized post-secondary institution.
- Child Welfare Authorization Training is preferred
- Must have a valid class "G" driver's license.
- Must submit a favourable criminal reference check and vulnerable sector screening.
- Must be willing to work flexible hours.

Knowledge Requirements

- Must be thoroughly familiar with the relevant provincial legislation, regulations and guidelines.
- Must be thoroughly familiar with the service delivery policies and procedures.
- Must have the knowledge of the range of methods and techniques involved in both traditional approaches to helping as well as contemporary social service work strategies.
- Respect the Six Nations' cultures and of the cultures of other First Nations families who reside in the designated service delivery area.

Ability Requirements

- Relate effectively to community members and their children.
- Supervise staff performing a range of service functions.
- Work effectively with the management and staff of other programs/agencies.
- Communicate effectively both in writing and verbally.
- Use basic computer software (e.g. Microsoft Office, Case Management Data Bases).
- Work effectively in a team setting.
- Speak and/or understand Mohawk and/or Cayuga language is an asset.

Specific Working Conditions & Requirements

- Positions in the field of OgwaDeni:deo, traditional Child protection can be both mentally and emotionally challenging. This position, given that the primary responsibility is to ensure the safety of children/youth who are alleged to be and may be found to be in need of protection and managing a team interacting with families in relation to



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sensitive issues can involve considerable mental and emotional stress, especially where the staff are involved in traumatic situations involving families, children and youth. This position is subject to an environment that may involve physically dangerous situations. It is the expectation that the worker will conduct themselves within the Ogwadeni:deo Code of practice in exhibiting the values and qualities, Compassion and Kindness, respecting one another, working together, assisting one another, self reflection on actions taken, taking responsibility, encouragement, honest and moral conduct, being truthful and consistent and peaceful thoughts and actions.