



## **Flexible Recruitment/Resource/Kin Service Worker (Permanent – Two 2 Positions)**

Family and Children's Services is seeking two (2) full-time permanent Flexible Recruitment/Resource/ Kin Service Workers. One worker will join our Recruitment team and one worker will join our Kinship Services team. While these positions are permanent, the blended Recruitment/Resources/Kin Service role is new to the organization and will be reviewed after a one year period. These positions are located in the Kitchener office, however the location may change.

Major responsibilities include the assessment of applicants using the SAFE format/ Kin Service Standards to determine their suitability as kinship care/kin service, foster, and/or adoptive parents; providing orientation and PRIDE training to applicants for foster care, kinship care and adoption; consulting with the team providing service to the child and family, ensuring the selection of the most appropriate home for the child; collaborating with Agency workers to coordinate the successful transfer of approved homes or, when it meets the family's needs, providing ongoing support, skill development, coaching and mentoring; recruiting and training foster/adoptive parent co-facilitators in PRIDE Pre-service training; participating in the development and implementation of community development and recruitment strategies to meet the need for foster and adoptive resources for children in care of the Agency.

### **Qualifications:**

- MSW or BSW degree;
- Demonstrated ability to work as a member of a team;
- Strong assessment skills pertaining to family functioning;
- Awareness of and experience with the needs of kin families;
- SAFE and PRIDE training an asset;
- Solid foundation in Trauma and Attachment Theory, Permanency, OnLac, Anti Oppressive Practice, Signs of Safety Framework;
- Knowledge of the CFSA and Ministry standards and guidelines;
- Excellent oral and written communication skills;
- Experience in adult education/training, group facilitation, and developing community awareness is essential;
- Child welfare experience an asset.

### **Salary Range:**

\$51,320.80 to \$67,255.25 per annum  
Social Work - Grade 7

Article 15 applies to internal applicants.

Family & Children's Services of the Waterloo Region is committed to diversity in the workplace and strongly encourages applications from qualified individuals with varied backgrounds.

Interested applicants are invited to submit a resume to [resume@facswaterloo.org](mailto:resume@facswaterloo.org), no later than **4:00 pm** on **May 5, 2016** quoting posting #046-2016. Resumes will only be accepted electronically.

***We thank all candidates for their interest however only those selected for an interview will be contacted.***

#### **Accommodation at Family & Children's Services of the Waterloo Region**

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 519-576-1329 x3465. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.