



If you are looking to join an organization which offers a
meaningful **JOB OPPORTUNITY** then **CAST**
is the place for you!

The Children's Aid Society of (CAST) is proud of their long history of leadership in protecting children and their commitment to the provision of quality service to children and their families. If you are looking to make a difference in the lives of children, we have an opportunity for you.

JOB POSTING #16-093

The following opportunity is available from July 2016 until July 2017 and applications are invited:

TITLE/BRANCH

Child Welfare Supervisor – Access Team
Road
Scarborough Branch

LOCATION

Location: 843 Kenney

SALARY RANGE: \$89,588 - \$106,693

PURPOSE:

To supervise and provide on-going support and clinical direction to a team of multi-service workers, including the supervision and co-ordination of access visits as well as delivering casework services to children and families, adhering to the standards set out in the Child and Family Services Act, Ministry guidelines, the Ontario Risk Assessment Model and accompanying standards and CAST policies, protocols and procedures.

MAJOR RESPONSIBILITIES:

1. Provide supervision and coordination to team of staff including hiring, determining work priorities, assigning cases, providing direction and training, setting performance standards, conducting performance appraisals, etc.
2. Provide individual clinical supervision and direction to team of workers including facilitating and supporting workers in the assessment of client needs and the development of treatment and/or care plans. Evaluate the effectiveness of interventions and treatment goals, and provides guidance to workers in the finalization of service decisions, as required. Provide on-going professional expertise support and training to team members.
3. Review and approve placement choices for children requiring care through the Society.
4. Maintain detailed records/systems for tracking case assignment.

5. Provide information and recommendations to the Branch Director regarding case management decisions and plans for cases of a particularly contentious, sensitive, complex or high risk nature.
6. Promote excellence in the delivery of client service and support workers in the handling of difficult and sensitive cases, provide a team environment in which workers can examine personal feelings related to specific cases, and facilitate the empowerment of workers in decisions which affect their working conditions and/or professional development.
7. Participate as a member of the Branch Management Team in the development and implementation of branch service plans and priorities. Provide input to the development of Branch and Society policies and procedures.
8. Initiate and maintain effective partnership relationships with various internal/ external resources/ services.
9. Lead and/or participate on a number of Branch, Agency or community committees.
10. Act as Duty Supervisor within the Branch on a regular basis, rotating with other Supervisors in the Branch.
11. Ensures Society's Code of Ethics, Confidentiality, Anti-Oppression/ Anti-Racism, Harassment & Discrimination policies, etc. are incorporated into self and team.
12. Creates and leads teams that reflect diversity, support differences and encourages different perspectives.
13. Uses sound judgment in consideration of financial resources within branch/departamental budget.
14. Ensures compliance with Society's financial policies and procedures.
15. Performs additional duties, as assigned.
16. Works and ensures assigned staff, work in a safe manner in accordance with the Society's health and safety policies and procedures and all relevant legislation.

QUALIFICATIONS:**Education**

- **Bachelor Degree (B.S.W. or M.S.W. degree preferred) and three (3) years' experience in Child Protection.**

Knowledge and Skills

- Extensive knowledge of the Child and Family Services Act, Ministry guidelines, Society policies and procedures.
- In depth experiential and theoretical knowledge related to the practice of child welfare.
- Demonstrated supervisory and leadership skills with a strong emphasis on a balanced participatory and action oriented work/ management style.
- Excellent written and verbal communication skills.
- Demonstrated ability to resolve conflicts, elicit cooperation, negotiate and to collaborate.
- Competence in problem analysis, judgement and decision making, especially under difficult circumstances with minimum information and rigid time constraints.
- Knowledge of computer applications with demonstrated proficiency in the use of As400 and Family Service Information Systems.
- Demonstrated ability to prioritize competing work demands and to manage a high volume of work.
- Consultative and presentation skills to liaise effectively with a broad range of community resources and services.

Assets

- Extensive experiential and theoretical knowledge of access between children in care and their parents.

THIS POSITION IS NOT WITHIN THE BARGAINING UNIT.

Anti-Oppression/Anti-Racism at CAST

CAST is committed to having a workforce that is reflective of the diversity of the City of Toronto and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Accommodation at CAST

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 416-924-4640 x2300. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

Please apply online at www.torontocas.ca under employment section or applications can be faxed (416-324-2400), or mailed (30 Isabella Street, 5th Floor) to the attention of Human Resources. Only qualified applicants will be acknowledged.

POSTING DEADLINE: Thursday May 26, 2016