



# KUNUWANIMANO CHILD AND FAMILY SERVICES

## Competition No. 16-18

### Job posting for one (1) full time Kinship Service Worker in Timmins, ON

Under the direction of the Alternative Care Program Supervisor, the Kinship Service Worker delivers services of the Alternative Care program in accordance to the Foster Care Licensing and Kinship Service Standards within the Agency's jurisdiction and is responsible for the recruitment, and selections of First Nation Alternative Care (Kinship) providers within the agency's eleven (11) member First Nation communities.

#### Requirements:

- Ensure the adherence to the Alternative Care policies and procedures, and compliance with and the consistent application of the *Child and Family Services Act* in accordance with the Kinship Service standards
- Recruit, and select, and support caregivers and families with in Kunuwanimano Child and Family Services catchment area;
- Promote and support the agency's Child and Family Services programs;
- Develop a network complement of Kinship Service providers within the eleven (11) member First Nation communities and Agency's jurisdiction;
- Develop and ensure the consistent adherence to an agency protocol for the placement of a child(ren) in kinship service placements;
- Ensure the development and delivery of culturally appropriate, and comprehensive orientation for Kinship Service providers;
- Evaluate the quality and effectiveness of Kinship Service placement;
- Assist in analyses service issues and contributes to facilitating positive change by advocating for and supporting the necessary systemic changes.
- Maintain records and produce program reports as per Kinship Service and other related standards;
- Participate constructively in staff meetings, seminars and training sessions as required by the Program Supervisor;
- Participates in opportunities with other agencies where appropriate, and establishes and maintains effective working relationships;
- Communicates and explains Agency and Ministry policy to First Nations via regular contact and ongoing dialogue with community members and First Nation staff as requested;
- Participates in community events and activities, which promote a positive image of the agency.
- Perform other duties as required;
- Completion of BSW, (Native Specialty preferred) or Diploma or Certificate in Child Care and/or Social Services may also be considered;
- Minimum of two (2) years of experience in the child welfare sector (child protection)
- Thorough knowledge of; and ability to apply relevant legislation including (Part X, CFSA), agencies policies and procedures/guidelines, particularly in respect to the protection and placement of First Nations children at risk;
- Thorough knowledge of Kinship Service Standards;
- Demonstrated experience with recruitment and retention of First Nations Kinship Service providers and families;
- Demonstrated experience with providing social work services to First Nations children, families, community living, traditions and culture;
- Ability to speak a Native language will be considered a major asset;
- Able to take direction and to work within the policies and procedures of Kunuwanimano Child and Family Services;
- Demonstrate the ability to work and make program decisions within the financial budget of a program and/or ability to exercise sound judgment in making program decisions;
- Able to collaborate productively with people of diverse cultural and educational backgrounds, both within and outside the agency;
- Able to provide on-call services when required;
- Excellent record keeping, case management and statistical data collection skills;
- Excellent communication skills, organizational and evaluation and problem solving skills, and proven ability to communicate orally and written;
- Excellent assessment and training skills required for the selection, supervision and support of Alternative Care (Kinship Service) providers and families;
- Must produce a satisfactory "criminal reference check with Vulnerable Sector Screening" certificate and sign an Agency "declaration oath of confidentiality";
- Demonstrated proficiency with various software packages including but not limited to word processing, database, Frontline and or spreadsheet applications;
- Must be willing to work flexible hours; Must be willing to travel
- Must possess a valid "G" Ontario driver's license and have access to a reliable vehicle with a \$2 million rider liability

#### A detailed job description is available upon request.

Please refer to our website: [www.kunuwanimano.com/employment.htm](http://www.kunuwanimano.com/employment.htm), for posting details. Please quote Competition No. in your cover letter and resume, and submit no later than **Tuesday, July 5, 2016, at 4:30 p.m.** to [HR@kunuwanimano.com](mailto:HR@kunuwanimano.com), fax 705 268-9272 or by mail to:

Human Resources,  
Kunuwanimano Child & Family Services  
38 Pine Street North, Unit 120 Timmins, Ontario, P4N 6K6

Please note that preference will be given to qualified First Nations and Aboriginal applicants in our hiring processes. Please self-identify. We welcome and encourage applications from people with disabilities. Accommodation is available on request from candidates taking part in all aspects of the selection process.

**Only those considered for an interview will be contacted.**