CAREER OPPORTUNITY

Child Protection Worker - Ongoing

Child & Family Job Class

Permanent

$72,698-$88,277

The Catholic Children's Aid Society of Toronto requires a Child Protection Worker for the **Child Protection Services - South** office**.** The position provides protective and preventative services as mandated under the Child and Family Services Act to a caseload of families and to provide supportive services to children in care.

The successful candidates will be a creative and flexible individual seeking a challenge to work in partnership with colleagues, families and communities, in a multi-disciplinary environment.

Duties Include:

- Investigating and assessing complaints of children alleged to be in need of protection as defined by the Child and Family Services Act, which includes allegations relating to neglect, physical and sexual abuse, substance abuse, parent/teen conflict and assessing high risk situations;
- Providing protective services to children and families, which may include apprehending children where necessary and bringing the matter before the Ontario Court of Justice;
- Assuming case management responsibility for a caseload of protection cases and children in short-term care;
- Collaborating with families and community agencies to identify needs, set goals and establish and plan for service;
- Working in a safe manner in accordance with the Society's Health and Safety Policies and procedures and all relevant legislation.

Qualifications Required:

- B.S.W./M.S.W. from a university of recognized standing (NOTE: applicants without a S.W. degree, but who have a minimum qualification of a B.A. plus three (3) years directly related Child Welfare experience may be considered);
- Ability to make a clinical judgment based on a thorough investigation and assessment processes;
- Demonstrated knowledge of therapeutic and intervention theories and the stages of child development;
- Excellent verbal, written and listening communication skills and interpersonal skills in order to work effectively with individuals and groups from a variety of diverse communities and to resolve conflict in an effective manner;
- Good knowledge of the functionality of CPIN applications and how these interact with each other;
- Excellent administrative and time management skills to work effectively within numerous deadlines.
- Sound communication skills; active listening, building trust and consensus, mediation and conflict management skills to address issues that may arise with the ability to respond constructively to resistance and create a positive learning environment;
- An understanding of the concepts of Power, Privilege, Oppression, and Social location demonstrated by the ability to articulate how these concepts impact on decision making processes and other interactions between colleagues, as well as with families we serve;
- Demonstrated interpersonal skills required to interact and support implementation activities across all departments in the Society;



- Knowledge and skills in the use of technical supports including computer literacy and proficiency, ability to master new computer applications, operation of personal computers and projectors for general troubleshooting, with an ability to learn and adapt to technological changes with ease;
- Demonstrated understanding of, and commitment to, integrating the values in the CCAS Mission Statement, the principles of equity, justice, non-discrimination and accessibility into practice, service delivery and team relationships;
- Demonstrated understanding of Society's Health and Safety Policies and Procedures and relevant legislation.

Assets:

- **For service purposes, preference will be given to those candidates with a background and experience working with families of African and/or Caribbean descent.**
- Previous child welfare experience;
- Ability to provide services in a second language, example: Portuguese, Spanish, French.

The successful candidate will be licensed to drive in Ontario and required to be the principal driver of a vehicle for use on Society business.

file #
E- 16- 049 – OACAS
to

Catholic Children's Aid Society of Toronto, 26 Maitland Street, Toronto, Ontario M4Y 1C6
Fax: (416) 395-1551 | E-mail: hrs@torontoccas.org

Deadline Closing Date is: September 7, 2016

We thank you for your interest in working at the Catholic Children's Aid Society of Toronto. Upon available openings, we will be contacting qualified candidates accordingly.

All communications will be held in strict and professional confidence.
The Catholic Children's Aid Society of Toronto is committed to equity and diversity and encourages applicants from varied backgrounds.

We will accommodate your needs under the Ontario Human Rights Code. Upon individual request, hiring processes will be modified to remove barriers to accommodate those with disabilities. Should any applicant require accommodation through the application, interview or selection processes, please contact the Human Resources Department for assistance at hrs@torontoccas.org