



York Region Children's Aid Society
16915 Leslie Street
Newmarket, ON L3Y 9A1
Fax# 905-898-7741 or email: human.resources@yorkcas.org

Posting #159

November 10, 2016

Applications are now invited for the position of:

FAMILY SERVICES WORKER

1 year contract
South Office

NATURE OF POSITION:

1. To develop a plan for risk reduction and intervention, based on Comprehensive Assessments and Plans of Service as outlined in the Risk Assessment Model.
2. To conduct investigations on ongoing child protection cases where there are new allegations of harm, including performing Safety Assessments and making Verification and Projection decisions.
3. To conduct joint investigations with police as appropriate to ensure the safety of children.
4. To determine when children require admission to the care of the Society and, where necessary, apprehends children in order to ensure their immediate safety.
5. To bring selected cases to Family Court in order to protect children.
6. To assess and make decisions related to reunification plans and implement such plans where appropriate.
7. To develop and maintain effective and therapeutic casework relationships with clients with the objective of reducing risk of harm to children.
8. To implement the Risk Assessment Model, Plan of Service by providing referrals to appropriate internal and external resources in order to provide quality service to Society clients, with the objective of reducing risk of harm to children.
9. To prepare admission documentation and develop initial plans of care for children who have been admitted into the Society's care.
10. To assess requests for financial assistance for clients and arrange for such assistance if deemed justified and necessary.
11. To investigate allegations of child abuse in partnership with the appropriate Police services as set out in the York Region Child Abuse and Assault Protocol.
12. To supervise access visits between children in care and caregivers as required.
13. To perform both internal and external record checks, i.e. C.W.I.S., Fast Track, Child Abuse Register.
14. The Intake Worker will support Intake Services and Children's Services Workers on their team on an as needed basis.

REQUIRED KNOWLEDGE:

- An excellent working knowledge of the Child and Family Services Act, and other pertinent legislation, Ministry standards and guidelines, Society policies, directives and procedures and collective agreement.
- A high level of knowledge of diagnostic and treatment theories, methodologies and practices and ability to integrate theory and practice.
- A good working knowledge of community services with York Region and environs to assist in service provisions.
- Analytical skills to identify and resolve problems. Assess client needs, formulate recommendations, develop appropriate service contracts and determine actions specific to the needs of the child and family.
- Individual, marital and family therapy skills to provide a broad range of therapeutic services to families and children.

- Decision-making skills to determine actions required ensuring the protection of children.
- Crisis intervention skills to determine the degree of risk to a child, defuse potentially hostile client situations and take appropriate action to reduce the risk accordingly.
- Excellent verbal and written communication skills to document information in a clear, concise and accurate manner.
- Good organizational skills to prioritize tasks, be self-initiating and work independently.
- Excellent interpersonal skills to liaise with community professionals and other Society staff.
- Refer to the approved job description for details of job duties and responsibilities.

REQUIRED EDUCATION AND QUALIFICATIONS:

- Bachelor of Social Work Degree, or
- BSW equivalency:
 - Master's Degree in Human Services related field, and a minimum of three (3) years relevant experience working with children and families.
 - Bachelor's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families.
 - CYW and a minimum of three (3) years relevant CAS experience providing service to children and families.
- Previous experience in working with families, children and adolescents as well as training in the dynamics of child abuse would be an asset.

PAY GRADE 7 (\$60,061.00 - \$78,244.00)

HOURS OF WORK 33.75 Hours per Week

Members of the Bargaining Unit or the Non Bargaining Unit are welcome to apply for this position and should do so in writing to the Director of Human Resources, no later than 5:00 p.m. on Friday November 18, 2016. Please quote job posting #159.

(The Agency will follow the procedures outlined in Article 16 – Job Posting, of the Collective Agreement)

York Region Children's Aid Society is dedicated to building a workforce that reflects the diversity of the community in which we live and serve.

The Society encourages applications from all qualified individuals.

Applicants that may require accommodation during the selection process are encouraged to notify HR when contacted for an interview.

