



Family and Children's Services of St. Thomas & Elgin

Our Mission

We protect children and youth from abuse and neglect by ensuring their safety in a permanent and nurturing environment in partnership with families and the community.

CHILD PROTECTION WORKER ONGOING SERVICES

FULL TIME, 9 MONTH CONTRACT (Apr 2018 – Dec 29, 2018)

SCOPE OF JOB:

This position encompasses a mixed workload consisting of investigating allegations of abuse and neglect and other child protection referrals as outlined in the Child, Youth and Family Services Act (CYFSA 2017), as well as Ongoing Services cases and short-term Child in Care cases. The nature of this position requires flexible working hours. This position is within the Bargaining Unit.

QUALIFICATIONS:

Applicants must have:

- B.S.W. or M.S.W. degree or currently employed as an authorized Child Protection Worker at the agency;
- Demonstrated child and family assessment skills;
- Comfort in using the authority inherent in the Child Welfare mandate;
- A commitment to providing effective service to families, youth and children;
- Demonstrated proficiency in computer skills in a digitized environment;
- Sensitivity to and awareness of issues facing First Nations, Inuit and Métis (FNIM) people and the Pathway to Reconciliation;
- Recognition of and sensitivity to Anti-Oppression and broad social injustices including, poverty, sexual orientation, race and ethnicity and other forms of discrimination and their systemic impact on service users and community as a whole. Ability to promote equality and reduce impact of discrimination within Child Welfare and in the broader community; and
- A valid G driver's licence and use of a personal vehicle.

Preference given to applicants with:

- Previous child protection experience;
- Proven organizational skills, including the ability to meet deadlines and priorities when faced with competing demands;



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- An ability to work well in collaboration with other community services;
- Aptitude for initiating various creative approaches to case-related problem-solving; and
- Ability to work well in a team environment, take initiative in solving problems and maintain positive working relationships.

DUTIES:

Child Protection:

- To investigate assigned requests for service in compliance with the CYFSA, Ministry standards, and agency Policy and Procedure, including:
 - child abuse allegations
 - child neglect/abandonment allegations
 - parent/child conflict referrals
 - other referrals
- Develop comprehensive family assessments and case plans together with families;
- Complete risk and safety assessments of children within their family homes;
- Provide case work services to families where risk to children exists, aimed at family preservation;
- Counsel individuals and families;
- Refer individuals and families to appropriate community resources as required;
- Prepare court applications and give evidence in court in all assigned child protection cases requiring court intervention; and
- Attend Young Offenders Court as required.

Children in Care:

- Admit children to care, where required in accordance with agency policy, Provincial Standards, Regulations and Legislation;
- Provide ongoing service to children in care with the aim of timely reintegration with the family;
- Develop permanency plans for children who are in the care of the agency;
- Develop a plan of care in conjunction with the child, Resource Parent and the family;
- Work co-operatively with Resource Parents as a part of the casework team;
- Provide individual counselling to children and youth; and
- Ensure that the child's social, emotional, and developmental needs are met with consideration given to the child's cultural and religious traditions.



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General:

- Record all elements of investigations and assessments in compliance with Ministry and Agency standards within allotted time frames, making recommendations for ongoing service where appropriate, both within the agency and to other community agencies;
- Facilitate groups as required;
- Participate in agency staff meetings, team meetings, regular supervision, and agency and professional training;
- Participate on agency and community committees to further enhance service delivery and/or policy development; and
- Other duties as assigned.

HEALTH AND SAFETY:

- Familiarize and work in compliance with Health and Safety policies and procedures for safety and protection as required by the Agency and by law (OHSA s.28(1)(a));
- Share responsibility for promoting safe work practices at all times;
- Take action, where possible, to remedy actual known or identified safety hazards, including ergonomic concerns;
- Notify management of the existence known potential or actual safety hazards (OHSA w. 28(1)(c)(d);
- Use protection equipment and protective devices as required (OHSA s. 28(1)(b); and
- Report all injuries and incidents of workplace violence or harassment.

WORK CONDITIONS:

- Organizational, Office, Community and In-Home setting;
- High degree of client and staff contact and interactions;
- Multiple competing priorities with moderate levels of interruption;
- Moderate levels of mental concentration;
- Minor levels of disagreeable working conditions experienced on a regular basis;
- Sitting, standing, walking and climbing stairs;
- Travel within the community for in-home sessions and travel between office locations will be required;
- Fine manual dexterity required to use desktop computer and related tools;



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- Ability to work flexible working hours, outside of regular business hours and overtime as required; and
- Transport light items: paper, books, small parts or other tools essential to the performance of the job.

REPORTS TO: Manager, Ongoing Services Team #2

SALARY: \$60,512 - \$77,306

DEADLINE TO SUBMIT RESUME: Mar 26, 2018

Qualified applicants should submit their resumes to:

Family & Children's Services St. Thomas and Elgin

Attention: Dhar Sandhu

HR Fax: 519-931-2204

E-mail: dsandhu@caselgin.on.ca

"Family and Children's Services of St. Thomas and Elgin is committed to a barrier-free, respectful, accessible and inclusive work environment. We will endeavour to remove any barrier to the hiring process to accommodate those applicants with disabilities.

Please inform Human Resources in advance should accommodation be required at any point in the recruitment and selection process."

***Thank you for your interest in our organization.
Only those candidates selected for interviews will be contacted.***