

Ontario Association of Children's Aid Societies

Position Title:	Sessional Child Welfare Professional Trainer
Reports to:	Manager, Learning Delivery and Leadership
Category:	n/a
Positions Supervised:	None
Department:	n/a
Position Established:	n/a
Job Description Revised:	February 16, 2018

Overview

The Ontario Association of Children's Aid Societies (OACAS) has represented Ontario children's aid societies ("Agencies") since 1912. We currently have 48 Agencies across Ontario as members of our organization, and we are advocates for the protection and well-being of children. We also provide service and support to our members in the areas of education and training, government relations, communications and information management.

Effective January 2017, OACAS implemented a revised Child Welfare Pathway to Authorization Series (CWP) curriculum for new workers. We are currently seeking experienced child welfare professionals with backgrounds in training, working within an Anti-Oppressive Framework and knowledge of Indigenous history and context who will be contracted on a per-session basis to deliver any of the eight (8) modules in the CWP curriculum to Agency staff across Ontario. Successful candidates will attend the Child Welfare Pathway to Authorization Train-the-Trainer (TTT) course, and participate in ongoing professional development opportunities as preparation to deliver the new curriculum.

Duties and Responsibilities

1. Attend the Child Welfare Pathway to Authorization Train-the-Trainer (TTT) course as scheduled by OACAS
2. Attend ongoing professional development opportunities for CWP Trainers
3. Enhance learner experience through bringing forward an understanding of Indigenous communities and knowledge of Indigenous history and context as it relates to the curriculum
4. Deliver curriculum to a diverse audience while promoting an Anti-Oppressive Framework approach enhanced by an understanding of and an ability to critically examine the power imbalance inherent in organizational structures

5. Deliver each of the eight (8) courses in the new Child Welfare Pathway to Authorization curriculum
6. Travel, overnight or otherwise, to deliver training to Agency child welfare staff across Ontario
7. Follow the policies, procedures and expectations outlined in any materials provided by OACAS
8. Participate in ongoing trainer development activities and programs offered by OACAS to stay current with curriculum updates and changes

Qualifications

1. Minimum 2 years of experience training adults (either as a current OACAS trainer, or delivering other training sessions/courses/workshops for CAS staff or other audiences outside of a CAS)
2. Minimum 5 of years of direct child welfare service experience
3. Minimum 3 of years of experience doing authorized work
4. Ability, once trained, to independently deliver each of the eight (8) Child Welfare Pathway to Authorization courses
5. Experience working with diverse stakeholders and working within an Anti-Oppressive Framework
6. Experience working with Indigenous communities and knowledge of Indigenous history and context
7. Strong facilitation and group-building skills
8. Excellent problem-solving skills and ability to adapt to varying audiences
9. Experience using technology to enhance learning (experience with LMS systems, technology and Agency computer systems and databases)

The following would be considered an asset:

- Minimum 5 years of recent direct child welfare service experience at an Agency
- Access to A/V equipment to use for training
- Experience training soft skills
- Experience training sensitive content
- Previous experience delivering OACAS curricula

Working Conditions

Work involves minimal physical or psychological risk, which could result from unavoidable exposure to dangerous situations or hazardous, disagreeable or uncomfortable working conditions. Job requires occasional travel in Ontario.