



Dnaagdawenmag Binnoojiiyag
CHILD & FAMILY SERVICES

Dnaagdawenmag Binnoojiiyag Child & Family Services

517 Hiawatha Line
Hiawatha First Nation, ON
K9J 0E6

Employment Opportunity

Family Service Workers (3) – Alderville First Nation

Purpose of the Position:

This position provides longer-term protection services to families that have been identified through the Intake Assessment as families having issues of child protection risk in accordance with the Child, Youth, and Family Services Act. This position conducts assessments of risk in addition to providing a varied degree of intervention services to families and their children who are experiencing difficulty in family functioning. The Family Service Worker is the case supervisor who holds primary responsibility in the decision making related to child admissions, discharge from CAS care etc. On First Nations territory, the Family Service Worker may carry a generic caseload, and also carry out the duties of Intake and Child in Care Workers.

Responsibilities:

Reduces the risk of harm to children according to the Risk Assessment Model for Child Protection in Ontario, as follows:

- Develops a plan for risk reduction intervention, based on Comprehensive Assessments and Plans of Service as outlined in the Risk Assessment Model;
- Conducts investigations in ongoing child protection cases where there are new allegations of harm, including performing Safety Assessments and making Verification and Protection decisions;
- Where a child cannot remain safely within the home, shall first explore all options to apprehension through the use of alternative dispute mechanisms, engagement with parents and extended family to identify options, and work with the First Nations Designated Person or community representative to seek alternative plans to protect the child while maintaining involvement by parents, family, and community;
- Brings selected cases to Family Court in order to protect children when authorized to do so by the Executive Director;
- Develops and maintains effective and therapeutic casework relationships with clients with the objective of reducing risk of harm to children;
- The incumbent is directly accountable for the provision and implementation of protective services to families and children within the Dnaagdawenmag Binnoojiiyag catchment area in accordance with the Child, Youth, and Family Services Act, Ministry standards and guidelines, and Dnaagdawenmag Binnoojiiyag policies and procedures;
- Performs both internal and external record checks, i.e. Fast Track, Child Abuse Register.

Court:

- Prepares legal documentation (as required) ensuring accuracy and completion prior to court;
- Prepares for, attends, and provides testimony in Family Court and Criminal Court;
- Prepares their clients for court.

Administrative:

- Has a strong working knowledge of all pertinent legislation, Ministry Standards and Guidelines, Dnaagdawenmag Binnoojiiyag Child and Family Services policy, procedures, and directives, and the Regional Protocol;
- Completes recordings within the timelines as outlined in policy;
- Uses advocacy strategies on behalf of family members that ensure the child(ren) receive access to services within the community;
- Maintains effective professional working relationships with community collaterals;
- Attends team, departmental and staff meetings;
- Performs other duties as assigned.

Preferred Requirements:

- Bachelor of Social Work Degree or Bachelor's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families;
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the "Sixties Scoop" upon them is essential.

Accountabilities:

- The employee is required to provide their own vehicle for use on the job;
- Provide Dnaagdawenmag Binnoojiiyag with evidence of your valid Ontario Driver's License;
- Provide proof of liability insurance coverage for at least \$2,000,000.00, which must include coverage for the transportation of children;
- Provide an acceptable Drivers Abstract;
- Provide an acceptable CPIC with VPSS.

Knowledge Requirements:

- A good working knowledge of child welfare legislation and Dnaagdawenmag Binnoojiiyag policies and procedures, including the Regional Protocol;
- The employee is required to have a good working knowledge himself/herself of all laws, rules, regulations, policies and procedures, as well as the Regional Protocol which impact on his/her specific responsibilities. We undertake to make decisions, as required, which are consistent with these and then to act in a manner which provides quality services to clients;
- Knowledge of and a high level of clinical skill with respect to child development, family dynamics, child abuse, and neglect;
- Strong interpersonal and interviewing skills and a demonstrated ability to form effective working relationships with families and Dnaagdawenmag Binnoojiiyag staff.

Starting Salary: \$63,000 - \$75,931 based on qualifications and experience

Closing Date:

October 19th, 2018.

Only those selected will be contacted for an interview.

For Application to be considered please submit:

- Application for Employment - available at www.binnoojiiyag.ca
- Cover letter and Resume
- 3 work related references

Cheryl Benstead, Recruiting and Training Coordinator
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Email: careers@binnoojiiyag.ca

Notes:

1. Persons of Aboriginal ancestry and members of DBCFS First Nations are encouraged to apply.
2. For a full job description and any questions please email: careers@binnoojiiyag.ca