



Native Child and Family Services of Toronto

Native Child and Family Services of Toronto is an Indigenous, community controlled multi-service agency. Our mission is to provide support, ensure safety and enhance the quality of life for Indigenous families, children, and youth within the greater Toronto area. Our agency works within a holistic framework, which builds on individual and family strengths, and engages clients as partners in identifying issues and their solutions.

Supervisor, Child and Family Wellbeing

Classification:
Hours:

Regular Fulltime
35 hrs/wk.

Location:

30 College St. Toronto

NCFST is committed to staffing a workforce representative of the Indigenous population we serve. We encourage First Nation, Metis and Inuit applicants to apply and please self-identify in their cover letter.

Position Summary

Reporting to the Manager of Child and Family Wellbeing, the Supervisor of Child and Family Wellbeing will provide supervision, ongoing support and clinical direction to an assigned team of frontline child protection workers delivering services to Indigenous children and families. Incumbents of this job must ensure adherence to the standards set out in the Child and Family Services Act, Ministry of Child and Youth Services guidelines, Abuse Protocols, the Ontario Risk Assessment Tool, Child in Care Regulations, and NCFST standards, policies, protocols and procedures. This position will maintain the provision of fair, respectful and culturally relevant services to community members; consistent with the mission, vision and values of the Agency.

Main Responsibilities

1. Provides direct supervision; including assigning cases, determining work priorities, identifying training needs, setting performance standards, conducting performance appraisals, reviewing client assessments, and providing direction.
2. Participates in employee hiring and on the job orientation training.
3. Works with the Agency's HR department around issues pertaining to worker suitability.
4. Manages conflicts that might arise between workers and clients
5. Authorizes recommendations from workers to admit children into care. (i.e. authorizing warrants, court applications)
6. Ensures the development and documentation of culturally appropriate plans of care.
7. Evaluates the effectiveness of client plans of care, and provides professional expertise and support to team members.
8. Upholds compliance with Agency policies, procedures, legislation and ethical standards amongst staff.
9. Reviews and monitors the timely completion of reports and documentation (Serious Occurrence, PACY, case recordings, plans of care, court documents, social histories, etc.)
10. Provides information and recommendations to the Director or designate regarding case management decisions and plans for cases of a particularly contentious, sensitive, complex or high-risk nature.
11. Assists with the evaluation, planning and implementation of service enhancements.
12. Leads the Agency's implementation of the OnLAC system, trains and coaches workers on the OnLAC case management system, and prepares for the Ministry CYS' annual review of Crown Ward files
13. Performs administrative functions such as coordinating statistical data and submitting written reports and analysis.
14. Liaises with various internal services to ensure that a cooperative and integrated level of service is provided within NCFST's child protection services.
15. Initiates and maintains effective partnership relationships with various external resources/ services; Leads and/or participates in a number of NCFST and community committees.

What we are looking for

- BSW or MSW Degree from an accredited university, minimum of two years relevant experience in a Child Welfare Supervisory role.
- Alternatively a combination of education and experience working with Indigenous families in a Child Welfare context may be considered.
- Extensive knowledge of all relevant Acts, Regulations, Policies and Procedures.
- Knowledge of First Nation, Inuit and Metis cultures and traditions.
- Understanding and grounding in cultural and social issues affecting Indigenous peoples.
- In depth experiential and theoretical knowledge related to the practice of child protection.
- Demonstrated supervisory and leadership skills. (i.e. delegation, coaching, negotiation, conflict resolution, problem solving, accountability)
- Excellent written and verbal communication skills; strong computer skills and experience using Frontline Case Management System.
- Demonstrated ability to prioritize competing work demands and to manage a high volume of work.
- Consultative and presentation skills to liaise effectively with community resources and services.
- Valid Ontario 'G' class drivers licence, daily access to a vehicle, and ability to work flexible hours.
- Produce a clear Vulnerable Sector Police Record Check.

If you are interested in this job opportunity, please apply by email on or before **December 18, 2018** hncfst@nativechild.org quoting reference number #18-12-04

We are dedicated to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. As such, NCFST will make accommodations available to applicants with disabilities upon request during the recruitment process.

We thank you for your interest, however, only those applicants selected for an interview will be contacted.