



Dnaagdawenmag Binnoojiiyag
CHILD & FAMILY SERVICES

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517 Hiawatha Line
Hiawatha First Nation, ON
K9J 0E6

Employment Opportunity

Initial Assessment Worker – Alderville (Intake)

Purpose of the Position:

The Initial Assessment Worker is responsible for determining eligibility to receive child protection services and to investigate allegations that a child may be in need of protection. This position conducts assessments of children and their families and formulates plans to ensure the safety and well being of a child in accordance with Child and Family Services Act and DBCFS Procedures. This also includes the apprehension of children from their families when the safety of a child cannot be assured. The Initial Assessment Worker provides crisis intervention, short-term counseling intervention services, advocacy to families and makes appropriate referrals (of families) elsewhere in the community. This position involves attending and giving evidence in both the Family Courts as well as Criminal Court. On First Nations territory, the worker may carry a generic caseload including duties ordinarily carried out by Intake, Family Services and Children's Services Workers.

Responsibilities:

Clinical:

- Screens all calls directed to the Intake Department to determine whether a referral is eligible for services according to the Risk Assessment Model for Child Protection in Ontario.
- Provides information, consultation, assessment, crisis intervention to sources of referral such as other professionals and liaises closely with other service providers in the community to ensure optimum delivery of services.
- Where a referral is not eligible for services, provides by telephone brief supportive services and referrals to other resources in the community where appropriate.
- Where a referral is eligible for services performs an investigation according to the Risk Assessment Model, including performing a Safety Assessment and making Verification and Protection decisions. Where the investigation is to take place in the territory of a First Nation within the catchment area, the referral information shall be transferred to the worker responsible for services within the community as determined by the Intake Supervisor and the Supervisor for agency services for that First Nation.
- Ensures immediate safety of children through a Safety plan that may include, where appropriate, apprehending children from their home and placing them in the care of DBCFS. Prepares admission information for children admitted into care. Apprehensions shall only occur where alternative approaches to ensuring child safety have been exhausted or the circumstances have such urgency that it is not appropriate to delay acting to ensure immediate child safety. Any apprehension must be conferenced with the Executive Director within 24 hours; only the Executive Director may authorize a court application.
- Prepares clients for the transfer of service from Intake to Ongoing child protection

- services, including transfer conferences and transfer interviews.
- Conducts joint investigations with police, as appropriate to ensure the safety of children.

Preferred Requirements:

- Bachelor of Social Work Degree, or
- BSW equivalency;
- Master's 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; Candidates with the above qualifications who are members of, or eligible for membership in the Ontario College of Social Workers and Social Service Workers are preferred; or
- An acceptable level of formal education and extensive direct service experience in Child Welfare, with a determination of what constitutes "acceptable" at the discretion of the Executive director, with a plan for obtaining any necessary additional qualifications or training to be formalized in writing as part of the offer and acceptance of employment.
- A working knowledge of physical and sexual abuse issues is a prerequisite
- 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.

Knowledge Requirements:

- An excellent working knowledge of the Child and Family Services Act, the Young Offenders Act and appropriate sections of the Criminal Code in order to determine and to take appropriate action regarding intake and abuse procedures.
- Good working knowledge of Ministry and DBCFS standards and guidelines for the investigation of abuse cases including the Regional Protocol.
- A good working knowledge of community resources to recommend programs for effectively servicing children and families and sound negotiating skills to act as an advocate for the client.
- Interpersonal skills to liaise with other professionals and to deal effectively with clients specifically when required to use the authority inherent in the DBCFS mandate. Ability to deal effectively with resulting hostility.

General:

- Work is performed under the direction/guidance of a Supervisor with access to the Abuse Committee and Legal Counsel for direction and guidance as required. Direct access is also available to the Executive Director of DBCFS and to the Director of Services for consultation in the absence of the Supervisor. Reference may be made to the Child and Family Services Act, Ministry guidelines, DBCFS policy as required
- The Initial Assessment Worker may be required to travel considerable distances within DBCFS catchment area and surrounding areas regardless of weather or other conditions to respond to alleged child protection concerns and ensure safety of their clients.

Starting Salary \$63,000.00 - \$73,124.00 based on qualifications and experience

Closing Date:

- Posting closes January 11th, 2019 @ 4:30pm;
- Incomplete or late applications will not be considered;
- 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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Hiawatha First Nation, ON K9J 0E6
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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