



# 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.

## Kinship Support Worker

Classification:	Regular Fulltime	Rate:	\$49,883 - \$72,320
Hours:	35 hrs/wk.	Location:	30 College St.

**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 to please self-identify in their cover letter.**

### Position Summary

Under the direction of the Supervisor, Kin Finding, the Kinship Worker will:

- Conduct interviews with the child/youth, the referral source, their caregiver(s), initially identified relatives (kin and kith), and other identified individuals;
- Diligently continue to identify, locate, and engage additional relatives or other important people in the child/youth's life;
- Work with families utilizing a family team decision making framework including NCFST's ODR process to identify kinship options for children;
- Arrange family case conferences or circles and ensure barriers to participating are removed for extended family (kin and kith);
- Complete assessments of children's needs; determine the expectations of the kinship caregivers to respond to the needs in collaboration with the Child and Family Wellbeing Worker;
- Ensure the completion of all kinship home studies, including security checks, safety assessments of kinship care providers and extended family members;
- Collaborate with the Child and Family Wellbeing worker, the kinship family and the parents to establish and implement child specific case plans;
- Advocate, develop and coordinate culturally appropriate activities and initiatives and supports for kinship families;
- Maintain kinship caregiver files, case notes and Frontline database information;
- Educate kinship caregivers on Legislative requirements and Native Child and Family Services of Toronto (NCFST) policies and procedures to ensure that standards are met;
- Provide direction and assistance to resource and kinship caregivers when completing required documentation;
- Manage kinship caregiver's performance concerns, locating appropriate training and community resources;
- Collect, organize, and prepare verbal and written reports and genograms regarding pertinent family information;
- Provide expertise/consultation, education, and training about the Family Finding Program and services to internal staff and external resource partners;
- Attend agency culture camps and cultural training.
- Deliver all work in accordance with all Acts, Regulations, policies and procedures.

## Qualifications

- B.S.W. or equivalent combination of relevant experience and education in the Social Services field.
- three years of Child Welfare experience
- Driver's License and access to a reliable vehicle are required for this position.
- Pass a police records check (Vulnerable Sector).
- Preference shall be given for persons of First Nations or Indigenous heritage who meet the educational requirements, or who have alternate, equivalent education, and experience
- Demonstrated understanding of Indigenous communities; knowledge and awareness of the diverse cultures and backgrounds of the urban Indigenous population.
- Good understanding of the issues relating to placement of children in alternate placement especially kinship placements.
- Capacity to assess risk, harm and danger to children.
- Strong mediation and conflict resolution skills.
- Ability to be flexible with hours of work.
- Strong organizational and communication skills and reporting capabilities.
- Ability to maintain highly sensitive and confidential information.
- Understand family dynamics, human growth and behavior, normal child development and domestic violence.
- Excellent written and verbal communication skills; organizational skills; ability to multitask and prioritize; initiative and respect for confidentiality.
- Ability to work in team setting.
- Knowledge of NCFST and the spectrum of services provided.
- Effective counselling, crisis intervention and problem solving skills.
- A valid Driver's Licence and access to a reliable vehicle are required for this position. Demonstrated understanding, and commitment to, integrating the Native Child and Family Services of Toronto Mission and values in to practice, service and relationships.
- Demonstrated understanding of workplace Health and Safety practices and understanding of an employee's responsibility under current legislation.
- Ability to work effectively with all levels of staff, to maintain effective communication and working relationships, demonstrating strong interpersonal skills, tact, sensitivity and build strong internal relationships.

---

If you are interested in this job opportunity, please apply by email on or before **February 12, 2019** [hrcfst@nativechild.org](mailto:hrcfst@nativechild.org) quoting reference number **#19-01-12**

We are committed 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.