



## Halton Children's Aid Society JOB POSTING # 11-19

### Community Child Protection Worker

<b>POSITION TYPE:</b>	Two (2) Regular, Full Time Position
<b>EMPLOYEE GROUP:</b>	CUPE Local 2501 Band 6
<b>DEPARTMENT:</b>	Community Protection Services
<b>REPORTS TO:</b>	Community Protection Services Supervisor
<b>POSTING DATE:</b>	April 18, 2019
<b>POSTING DEADLINE:</b>	Applications should be directed to <a href="mailto:hr@haltoncas.ca">hr@haltoncas.ca</a> by <b>April 26, 2019 at 4:30 p.m.</b>

Community Child Protection Workers provide professional protection and community services. They act as resources to families, school personnel, and other social service agencies within the assigned Halton catchment area. Service focuses on assessing safety and reducing risk to children in need of protection and responding to the differential needs of families. This includes child protection services from the point of referral to case closure and the coordination of services with other service providers; as well as activities that enhance the understanding of CAS services based upon the population and culture of the surrounding community.

#### Main duties and responsibilities include, but are not limited to:

- Provide investigation and management of a child protection caseload.
- Provide a professional response to social problems, family concerns and mental health issues.
- Work to increase the capacity of the community to create a holistic system of support and services within assigned catchment area.
- In consultation with a Supervisor and Solicitor, initiate Legal Proceedings under the Child and Family Services Act.
- Place children in alternative care when necessary.
- Provide services according to professional standards towards the best interests of children, families and the Agency.
- Performs other duties as assigned which are directly related to the major responsibilities of the position.
- Works in accordance with the provisions of applicable Health and Safety legislation and all Halton Children's Aid Society policies and procedures related to Occupational Health and Safety.

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### Knowledge, Education, Experience, Skills and Attributes

#### Qualifications

MSW, BSW (preferred) or one of the following alternative degrees with the specified years of experience:

- Master's Degree in a human services discipline and a minimum of three (3) years satisfactory experience working with children and families.
- or
- Bachelor's Degree in a human services discipline and a minimum of three (3) years satisfactory experience working with children and families.
- Previous child welfare experience considered a strong asset.

#### General Skills and Attributes

- Superior and effective communication and time management skills.
- Knowledge of normal growth and development of children and common deviations.
- Ability to deal with difficult situations and utilize crisis intervention skills.
- Negotiation and conflict resolution skills.
- Ability to work cooperatively with other agencies, professionals and colleagues.
- Demonstrated ability to communicate verbally and to write clear, concise reports.
- Ability to prioritize workload within competing demands and deadlines.
- Strong attention to detail.
- Valid Ontario Drivers License and a vehicle available for work purposes.
- Actively upholds the principles identified in the Society's Code of Conduct.
- Passion and commitment to an inclusive workplace; respecting and valuing the diversity of every individual.

#### **The Halton Children's Aid Society is an equal opportunity employer.**

While we thank candidates for their application and interest in HCAS, only candidates selected for an interview will receive formal acknowledgement.

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 905-635-0575. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.