



Halton Children's Aid Society JOB POSTING # 21-19

After Hours Worker

POSITION TYPE:	One (1) Regular Part Time Position
EMPLOYEE GROUP:	CUPE Local 2501 Band 6
DEPARTMENT:	Community Protection Services
REPORTS TO:	Child Protection Supervisor
POSTING DATE:	September 5, 2019
POSTING DEADLINE:	Applications should be directed to hr@haltoncas.ca by September 12, 2019 at 4:30 p.m.

After Hours Workers provide professional protection community services outside of regular business hours. They act as resources to families, school personnel, and other social services within the assigned Halton catchment area. Service focuses on assessing safety and reducing risk to children in need of protection and responding to the urgent needs of families.

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

- Provides a professional response to all calls made to the Society, outside of regular business hours; including evenings, weekends, Public Holidays and other designated occasions.
- Provides crisis intervention and completes urgent assessments, such as emergency provisional home studies.
- Develops and implements short-term safety plans for children, including the placement of child(ren) in alternative care when necessary.
- Carries out all functions and activities in compliance with the C.F.S.A mandate and standards; as well as agency policies and procedures.
- Completes required written reports, recordings and affidavits and ensures they are submitted to administrative support staff the following working day.
- Attends court when required to do so in connection with after hour's activity.
- Provide services according to professional standards towards the best interests of child(ren), families and the Agency.
- Perform other duties as assigned which are directly related to the major responsibilities of the position.
- Work 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.

Halton Children's Aid Society

JOB POSTING # 21-19

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

- Knowledge of the child welfare sector and the ability to perform the after hours function within the agency.
- Strong assessment skills.
- 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.