

Job Information

Job Title	Child Protection Support Worker
Location	Brockville Office
Term	Casual, Contract (up to 21 hrs per week)
Salary	\$55,958 - \$66,860
Posting Date: November 8, 2019	Closing Date: November 18, 2019 at 4:30 pm

All interested applicants should send a resume and covering letter to; hr@fcsllg.ca quoting competition; COMP 2019-10.

We thank all applicants for their interest in Family & Children's Services of Lanark, Leeds & Grenville but we will only contact those selected for an interview.

Family and Children's Services of Lanark, Leeds and Grenville (FCSLLG) is committed to providing accessible child protection services to the community. This commitment to meeting the needs of persons with disabilities exists in alignment with the key principles of the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) of independence, dignity, integration and equality of opportunity. In accordance with this legislation, accommodations will be made for applicants with disabilities throughout the selection process. Accommodations will be made available for successful candidates with disabilities upon request.

Job Summary

The Child Protection Support Worker is responsible to provide short-term support services in alignment with the vision, mission and values and overall strategic direction of FCSLLG.

This position will primarily work with high risk male youth (ages 10-21).

- **Must have experience with extreme risk-taking behaviours such as, substance use, self-harming behaviours, sexualized behaviours, and any other potential trauma-related behaviours.**
- **Must be able to engage with youth one on one and engage and support families to develop more effective parenting skills.**
- **Triple P Teen an asset, suicide assessment/prevention training an asset.**

Key Tasks and Responsibilities

Functional Duties

- Understand and act in accordance with all corporation policies, procedures, programs, practices, guidelines, and work routines including but not limited to:
 - Performing tasks assigned by the supervisor with children, families and other corporate resources in a goal-directed manner
 - The completion of all assigned family court interventions
 - The completion of formal case documentation including the maintenance of contemporaneous case notes
- Be aware of roles and responsibilities under the Ontario Occupational Health and Safety Act, Regulations, and the corporation's health and safety policies and performs duties in a manner that ensures safety at all times
- Participate in regular supervision with the team manager to aid in clinical decision making, identifying child protection risks, and completing safety plans

- Identify in consultation with the manager risks which may have implications for the corporation, including serious occurrences and complaints
- Meet accountabilities as identified by the corporation and achieve continuous quality improvement in all activities
- Participate in team meetings, staff meetings, training sessions
- Act as a liaison with community and provincial organizations as required
- Provide assistance and back up coverage to other workers as assigned
- Undertake all other assigned duties as required

Relationship Duties

- Demonstrate behaviours, actions and attitudes that are consistent with FCSLLG's vision, mission and values
- Develop and foster respectful and accountable working relationships with key stakeholders, internal and external to the FCSLLG
- Demonstrate effective and professional behaviour that will create an environment to achieve organizational outcomes
- Demonstrate abilities to work within a constantly changing environment

Team Building/Interpersonal Duties

- Demonstrate professional, respectful, collaborative working relationships
- Active participation and engagement in continuous learning activities
- Professional standards of communications with all internal and external contacts

Core Competencies

Background/Education/Experience

- Education: College Diploma – Child and Youth Worker or Human/Health/Social Services
- Minimum 2 years experience working with families and children, preferably in child welfare
- Satisfactory Police Records Check and Vulnerable Sector Screening
- Valid Driver's License, and access to a reliable motor vehicle with business use automobile insurance and, where appropriate, the OPCF 6A rider ("Permission to Carry Passenger")

Skills and Attributes

- Knowledge of child protection and assigned functional skills, including Child and Family Services Act, Ministry of Child and Family Services standards and directives and all related legislation relevant to the scope of the assigned functional requirement for this position
- Ability to complete duties in alignment with the corporation's mission, vision, core values, and beliefs
- Understanding of and an ability to work in an environment of change and acceptance of the challenges inherent in an environment of change
- Ability to collaborate and maintain positive partnerships with all relevant key stakeholders aimed at building strong, sustainable relationships and supporting constructive and creating problem resolution
- Demonstrated written and oral communication skills
- Computer aptitude and proficiency
- Demonstrated analytical skills, with attention to detail
- Demonstrated organizational and time management skills with the ability to meet tight deadlines
- Ability to work independently

Efforts and Working Conditions

- Work is performed at a desk in a normal office environment as well as out of the office meetings with children, families and other professionals
- Long periods of sitting and computer/phone use
- Multi-task within a fast-paced, high-volume and demanding environment
- Required to listen to and reconcile multiple points of view being discussed/presented
- Frequent interruptions often dealing with critical issues
- Frequent travel within the FCSLLG region including occasional travel to satellite offices
- Occasional travel outside the FCSLLG region
- May be exposed to potentially hazardous environments including volatile situations, clients' homes, driving conditions and risks associated with an office environment
- Occasional work outside of regular office hours and/or flexible hours
- Occasional lifting of children or heavy objects may be required