

## EMPLOYMENT OPPORTUNITY



Dnaagdawenmag Binnoojiiyag  
CHILD & FAMILY SERVICES

Dnaagdawenmag Binnoojiiyag  
Child & Family Services  
517 Hiawatha Line  
Hiawatha First Nation, ON  
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<b>POSITION TITLE:</b>	ON-FIRST NATION FAMILY SERVICE WORKER
<b>DEPARTMENT:</b>	FRONT LINE SERVICES
<b>REPORTS TO:</b>	SUPERVISOR
<b>LOCATION:</b>	HIAWATHA FIRST NATION
<b>POSTING DATE:</b>	NOVEMBER 14 <sup>TH</sup> , 2019
<b>CLOSING DATE:</b>	NOVEMBER 28 <sup>TH</sup> , 2019

### **Purpose of the Position:**

Reporting to the Supervisor, the Family Service Worker is responsible for providing support to individuals and families seeking or referred to Dnaagdawenmag Binnoojiiyag Child and Family Services. Working from the Dnaagdawenmag Binnoojiiyag Child and Family Services office at their respective First Nation, the Family Service Worker will assist the local Prevention Workers in providing support to First Nations children and families.

This position provides protection services to families that have been identified through the Initial Assessment (intake) as families having issues of child protection risk in accordance with the Child, Youth and Family Services Act. This position conducts assessments of risk in addition to providing a varied degree of intervention and support services to families and their children who are experiencing difficulties. The Family Service Worker is the case manager who holds responsibility in the decision making alongside the First Nations related to child admissions, discharge from care etc. On First Nations territory, the Family Service Worker may carry a generic caseload, and carry out the duties of Initial Assessment (Intake) and Child and Youth Service Worker (child in care) and Alternative Care (resource).

### **RESPONSIBILITIES:**

Reduces the risk of harm to children utilizing the Risk Assessment Model for Child Protection in Ontario, as follows:

- Develops a plan for risk reduction intervention, based on Comprehensive Assessments and Plans of Service as outlined in the Risk Assessment Model utilizing our wholistic service model.
- Conducts Initial Assessment in ongoing child protection cases where there are new allegations of harm, including performing Safety Assessments and making Verification and Protection decisions utilizing our wholistic service model.
- Where a child cannot remain safely within the home, shall first explore all options using alternative dispute mechanisms, engagement with parents and extended family to identify options, and work with the First Nations Designated Person, Band Representative or community representative to seek alternative plans to protect the

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child while maintaining involvement by parents, family, and community.

- Brings selected cases to Family Court in order to protect children when authorized to do so by the Executive Director or his/her designate.
- Develops and maintains effective and therapeutic casework relationships with families with the objective of reducing risk of harm to children.
- The incumbent is directly accountable for the provision and implementation of protective services to families and children within the Dnaagdawenmag Binnoojiiyag catchment area in accordance with the Child, Youth, and Family Services Act, Ministry standards and guidelines, and Dnaagdawenmag Binnoojiiyag policies and procedures.
- Performs both internal and external record checks, i.e. Fast Track, Child Abuse Register.

### **COURT:**

- Prepares legal documentation (as required) ensuring accuracy and completion prior to court.
- Prepares for, attends, and provides testimony in Family Court and potentially Criminal Court.
- Prepares their families for court.

### **ADMINISTRATIVE:**

- Has a strong working knowledge of all pertinent legislation, Ministry Standards and Guidelines, Dnaagdawenmag Binnoojiiyag Child and Family Services policy, procedures, and directives, and the Regional Protocol.
- Completes administrative requirements and recordings within the timelines as outlined in policy.
- Uses advocacy strategies on behalf of family members that ensure the child(ren) receive access to services within the community.
- Maintains effective professional working relationships with community collaterals.
- Attends team, departmental and staff meetings.
- Performs other duties as assigned.

### **CHILDREN AND YOUTH SERVICE:**

#### **CLINICAL:**

- Provides an ongoing assessment of the child's needs and to develop an appropriate Plan of Care based on these needs.
- The incumbent is directly accountable for the provision of service to children in the care of Dnaagdawenmag Binnoojiiyag in accordance with the Child and Youth Family Services Act, Ministry standards and guidelines, Dnaagdawenmag Binnoojiiyag policies and procedures and our wholistic service model.
- Participates in the development and implementation of plans for children requiring replacement.
- To monitor service provision within placements and to alert the Supervisor of any potential problems regarding the care and protection of the child.

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### **COURT:**

- To attend youth/criminal court, if required, to provide evidence concerning children in care as well as support to the youth.
- To attend CYFSA Court, if required, by providing evidence pertaining to the child's needs and progress in care.

### **ADMINISTRATIVE:**

- Has a strong working knowledge of all pertinent legislation, Ministry Standards and Guidelines, Dnaagdawenmag Binnoojiiyag Child and Family Services policies, procedures, wholistic service model, directives, and the Regional Protocol.
- Completes administration and recordings within the timelines as outlined in policies.
- Uses advocacy strategies on behalf of family members to ensure the child(ren) receive access to services within the community.
- Maintains effective professional working relationships with community collaterals.
- Attends team, departmental and staff meetings.
- Performs other duties as assigned.

### **ALTERNATIVE CARE:**

- Completes a preliminary screening of applicants and provides specific feedback and referral to unsuccessful applicants.
- Maintains Alternative Care, Customary Care, and Kinship service files, including statistical data and internal and external record checks in addition to follow-up with applicants.
- Completes on-site safety inspections of the prospective Alternative Care, Customary Care, and Kinship service homes to ensure compliance with safety standards and formulate recommendations. Recommends further inspection as necessary regarding fire, water, etc.
- Responds to requests from Alternative Care, Customary Care, and Kinship service parents for support within a 24-hour period, assist Alternative Care, Customary Care, and kinship service homes in identifying issues and engages them in constructive problem solving and provides emotional support.
- Participates in the resolution of service complaints by Alternative Care, Customary Care parents and Kinship Service homes and provides support to the Alternative Care, Customary Care and Kinship Service homes in cases throughout the formal complaint and implements disciplinary letters of understanding with respect to changes required by Dnaagdawenmag Binnoojiiyag personnel in the Alternative Care, Customary Care and Kinship Service homes, where necessary.
- The position makes recommendations with respect to different aspects or various parts of the Alternative Care program. i.e. home study, recruitment, and information gathering for specific issues which meets the needs of Alternative Care, Customary Care and Kinship Service families. Also provides input into the service planning process generally.
- Performs other duties as assigned.

### **PREFERRED REQUIREMENTS:**

The successful applicant should have:

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- A Bachelor of Social Work from a school of Social Work recognized by Dnaagdawenmag Binnoojiiyag Child and Family Services or. a BA in a related field and willingness to obtain a BSW
- Minimum of one-year experience in the field of child and family services
- Ability to travel, possess a valid class "G" driver's license and a reliable vehicle with \$2 million liability insurance.
- An acceptable Driver's Abstract
- An acceptable CPIC with Vulnerable Persons Sector Check

### **KNOWLEDGE REQUIREMENTS:**

The successful applicant will:

- Be familiar with relevant provincial legislation, regulations and guidelines.
- Have thorough knowledge of cultures and significant characteristics of the social structures of Dnaagdawenmag Binnoojiiyag Child and Family Services First Nations.
- Be familiar with service delivery policies and procedures and our wholistic service model. (re: funded areas of service).
- Have extensive knowledge of the range of methods and techniques that are employed in social work practice with children and families.

### **ABILITY REQUIREMENTS:**

The successful applicant will demonstrate ability to:

- Relate effectively to staff and community members as a diplomatic and flexible team player.
- Work effectively with management and staff of internally and externally.
- Communicate effectively in writing and verbally.

### **Salary Range:**

- \$63,000.00 - \$75,931.00, depending on qualifications and experience.

### **To Apply:**

- Please email the following to [careers@binnoojiiyag.ca](mailto:careers@binnoojiiyag.ca)
  - Application for Employment (available at [www.binnoojiiyag.ca](http://www.binnoojiiyag.ca)), Please indicate preferred location in your application
  - Cover letter and Resume (include 3 work related references)
  - Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- Persons of First Nations, Inuit and Métis ancestry and members of Dnaagdawenmag Binnoojiiyag First Nations are encouraged to apply.