



CAREER OPPORTUNITY – CHILD PROTECTION WORKER – INDIGENOUS WORKER

Job Posting: 2020-24
Regular Fulltime

Guided by Catholic values and teachings, we serve children and youth within the Hamilton community by protecting their safety and well-being, strengthening their families and nurturing lifelong relationships.

Qualifications:

- Lived experience of the issues facing Indigenous people of Canada and self-identification as FNIM required.
- BSW or relevant undergraduate university degree, or social services college degree with a combination of education and experience;
- Experience working with Indigenous peoples.
- Understanding of cultural attachment and permanency through an Indigenous lens.
- An understanding of the issues impacting Indigenous families within the urban environment.
- Understanding of Truth and Reconciliation Child Welfare Calls to Action, An Act Respecting First Nations Inuit and Metis Children Youth and Families and the calls for justice from the Missing and Murdered Indigenous Women and Girls Inquiry.
- Demonstrated clinical skills in the areas of Trauma and Attachment, Family Centered Practice, Signs of Safety and Anti-Oppressive Practice considered an asset.
- Familiarity with provincial child welfare legislation considered an asset.
- Knowledge of child development.
- Understanding of the Ontario Human Rights Code.
- Effective written and oral communication skills.
- Ability to manage competing demands and meet strict deadlines.
- Demonstrates a commitment to, and work ethic in leadership and role models behaviours that demonstrates the Mission and Vision of the Catholic Children's Aid Society.
- Bilingual French/English is an asset.
- Respectful and compassionate demeanor.
- Knowledge and commitment to anti-oppressive/anti-racist philosophy and practice.
- Computer literate with demonstrated proficiency in Microsoft office and proprietary child welfare systems and programs.
- Able to affirm and integrate in the delivery of services the Society values which reflect the Agency's Catholic faith, heritage, culture and traditions.
- Bondable with acceptable police clearance and satisfactory provincial records search.
- Valid Ontario Driver's license and acceptable drivers abstract.

Duties:

- Responds to allegations of child maltreatment according to the Ontario Child Protection Standards.
- Adherence to the CYFSA and Society policies and procedures.
- Understands and works within the guidelines of protocols developed collaboratively with community partners.
- Establishes and maintains strong connection to Indigenous services to facilitate necessary and timely referrals for Indigenous service users.
- Demonstrate knowledge of culturally safe community services including the use of AADR and Indigenous Family Group Conferencing modalities.
- Strong understanding of the Truth and Reconciliation commitments of the Child Welfare Sector and centralizes these principles within case management/intervention strategies
- Documents in CPIN a record of all contacts, interventions, supervisor consultation as well as maintaining a record of all relevant reports and correspondence.
- Documentation meets evidentiary requirements for court for both child protection and criminal court proceedings.
- Consults with legal counsel in the preparation and presentation of evidence. Appears as a witness in court matters.
- Strength based approach to determine the strengths, needs, protective factors to develop safety plans and intervention strategies.
- Knowledge of community services to assist families.
- Attends regular supervision and case conferences prepared to discuss cases and seek consultation.
- As a member of a team, provides mandated child protection services to families and children acting within established procedural guidelines and time frames and in accordance with the Child and Family Services Act, Ministry, agency and professional standards.
- Comply with Health and Safety Policies and the Ontario Health and Safety Act.
- Committed to anti-oppression values of justice, equity, respect of the beliefs and traditions of others.
- Committed to agency values of; success for children, youth & families, service excellence, integrity, human dignity & respect, communication & collaboration, compassion, shared accountability and our team.
- Performs other duties as assigned.

Reporting to: Supervisor of Protection

Employment Terms & Hours of Work: Full time (35 hrs/week)

Salary/Benefits: As Per Collective Agreement

Starting Date: As soon as possible

Position: Union

of Vacancies: 2

Apply in writing by submitting an updated resume to:

hr@hamiltonccas.on.ca

We are an equal opportunity employer and are committed to building an inclusive process that respects the dignity and independence of people with disabilities.

If you require a disability related accommodation in order to participate in the recruitment process please inform Human Resources.