



CAREER OPPORTUNITY – AFRICAN-CANADIAN ADOPTION SOCIAL WORKER

Job Posting: 2020-32
12 Month Contract

Guided by Catholic values and teachings, we serve and offer bilingual (English/French) service to children, youth and families within the Hamilton community to protect their safety and well-being, strengthen families and nurture lifelong relationships.

Qualifications:

- Bachelor of Social Work or equivalent with extensive experience in social work practice.
- Lived experience of the issues facing African-Canadian people and self-identification as African-Canadian required.
- An understanding of the issues impacting at-risk African-Canadian families.
- Understanding of One Vision One Voice & the 11 Race Equity Principles.
- Understanding of Anti-Black racism, systemic oppression, and history and legacy of slavery and colonization of black bodies.
- Demonstrated clinical skills in the areas of grief, loss and attachment issues; engaging family networks.
- Sound clinical skills in conducting comprehensive assessments of individuals, families and children.
- Demonstrated ability to work effectively with children, resource parents and birth families.
- Training and/or experience in group work.
- Proficiency in completing administrative duties that require attention to accuracy, detail and deadlines.
- Demonstrated ability to write clear, concise reports.
- Experience in adoption work, approval as a SAFE assessor considered an asset.
- 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.
- 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, if driving is a requirement of the position.

Duties:

- To participate in planning and conducting intake and adoption-preparation groups for applicants, and to respond to general enquiries about adoption.
- To conduct home studies for adoptive applicants, or foster parents who have proposed a long-term plan for a child
- To provide direct social work service to children in care, with emphasis on permanency planning which can include adoption planning and preparation and/or long-term placement planning recognizing that care by Kin/Kith is the preferred option for African Canadian children/youth.
- To carry Children's Service files as may be assigned prior to adoption placement.
- To participate as required in legal planning including affidavit preparation, adoption feasibility reports and legal testimony.
- To participate in Permanency Planning Conferences as required.
- To provide case consultation for children-in-care where adoption is being considered and ensuring that all viable Kin options have been actively explored as this is the first option for African Canadian children and youth to support positive outcomes.
- To conduct in-house and/or province-wide searches for adoptive families for any child available for adoption, including attendance at the Adoption Resource Exchange or the use of other adoptive family recruitment tools that may be available.
- Explore and assess all potential matches for the child noting that an emphasis will be on placing children within a racially, cultural and religious match in recommending a potential adoptive family.
- Provide direct work and culturally appropriate services/support to children moving on to adoption with an emphasis on grief, loss and attachment issues.
- Conduct pre-placement work with adoptive families, foster families and birth families as appropriate. Pre-placement work with adoptive or foster families will be inclusive of assessing their awareness and understanding of racism and that prospective caregivers are able to proactively support the wellbeing of African Canadian children and youth.
- To place children, supervise and support adoption placements, and prepare cases for finalization.
- Conduct work regarding Openness including clinical assessment of appropriate Openness arrangements between adoptive and birth families, negotiating Openness agreements, and working with OCL around Openness orders and agreements.
- Preparation of *Lifebooks* for all children placed for adoption.
- To complete all required paperwork including any assigned CSW recording, adoption recording, registration packages, and finalizations. Maintain legal documentation, case records, and adoption files in accordance with Agency policy.
- To complete comprehensive social histories for any child placed for adoption, inclusive of identity characteristics relating to race, culture, ethnicity and religion, for prospective adoptive families to consider as well as a non-identifying social history for the child.
- Post-adoption support for adoptive parents including advocacy for culturally appropriate community services/support for adopted children to maintain the health and integrity of adoption placement. Also providing adoptive parents with access to training to strengthen their ability to address the holistic needs (physical, cultural, emotional) of African Canadian children and youth to mitigate the individual and systemic racism they will be exposed to.
- Negotiating and creating subsidy agreements, management of ongoing subsidy files.
- Coordinates work with Supervisor, and follows the direction of the Supervisor after consultation when required.
- Completes mandatory training and participates in ongoing Agency training.

- Demonstrates leadership and a commitment to the principles of anti-oppressive practices and anti-racism based on justice, fairness, equity, respect of the beliefs and traditions of others.
- Complies with Agency health and safety policies and the Ontario Health and Safety Act, and regulations.
- Committed to the Society's mission and vision.
- Performs other duties as may be assigned.

Reporting to: Supervisor - Adoption

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

Position: Union

Salary/Benefits: As Per Collective Agreement

of Vacancies: 1

Starting Date: As soon as possible

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.