



POSITION TITLE:	FAMILY SERVICE WORKER
DEPARTMENT:	FRONT LINE SERVICES
REPORTS TO:	FRONT LINE SERVICES SUPERVISOR
CLASSIFICATION:	FULL TIME PERMANENT
LOCATION:	COBOURG (ALDERVILLE PERMANENT), ON
POSTING DATE:	DECEMBER 31 st , 2020
CLOSING DATE:	JANUARY 14 TH , 2021

Dnaagdawenmag Binnoojiiyag Child & Family Services is a multi-service Indigenous wellbeing agency. We provide a stable foundation for children, youth, and families, through wraparound services that are culturally based, and family focused.

PURPOSE OF THE POSITION

This position provides short and long-term services to families that have been identified as 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 services to families and their children who are having trouble in family functioning. The Family Service Worker is the case manager who holds primary responsibility in the shared decision making related to child admissions, discharge from Children's Aid Society care etc. in collaboration with the service team and the First Nations, Inuit and Métis representatives. On First Nations territory, the Family Service Worker may carry a generic caseload, and carry out the duties of Assessment, Child and Youth Service Workers and Alternative Care Worker.

RESPONSIBILITIES

Clinical:

- Reduces the risk of harm to children according to 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.
- Conducts investigations in ongoing child protection cases where there are new allegations of harm, including performing Safety Assessments and making Verification and Protection decisions.
- Where a child cannot remain safely within the home, shall first explore all options to apprehension using alternative dispute mechanisms, engagement with parents and extended family to identify options, and work with the First Nations Designated Person or community representative to seek alternative plans to protect the 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.
- Develops and maintains effective and therapeutic casework relationships with clients 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 Criminal Court.
- Prepares their clients 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 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.

OTHER DUTIES

- Performs other duties as assigned.

POSITION REQUIREMENTS

Education and Experience Requirements:

- Bachelor of Social Work Degree; or
- BSW equivalency;
 - Master's Degree or Bachelor's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families; Candidates with the above qualifications who are members of, or eligible for membership in the Ontario College of Social Workers and Social Service Workers are preferred; or
 - An acceptable level of formal education and extensive direct service experience in Child Welfare, with a determination of what constitutes



- “acceptable” at the discretion of the Executive Director, with a plan for obtaining any necessary additional qualifications or training to be formalized in writing as part of the offer and acceptance of employment.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing setting would be considered an asset.

Knowledge Requirements:

- Knowledge of and a high level of clinical skill with respect to child development, family dynamics, child abuse, and neglect.
- An excellent working knowledge of the Child, Youth and Family Services Act, and other pertinent legislation, Ministry standards and guidelines, Dnaagdawenmag Binnoojiiyag Child & Family Services policies, directives and procedures.
- A high level of knowledge of diagnostic and treatment theories, methodologies and practices and ability to integrate theory and practice.
- A good working knowledge of community services within the Dnaagdawenmag Binnoojiiyag Child & Family Services catchment area and surrounding areas to assist in service provision.
- Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit and Métis Communities we service.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the Sixties Scoop upon them is essential.

Ability Requirements:

- Strong interpersonal and interviewing skills and a demonstrated ability to form effective working relationships with families and Dnaagdawenmag Binnoojiiyag staff.
- Analytical skills to identify and resolve problems. Assess client needs, formulate recommendations, develop appropriate service contracts and determine actions specific to the needs of the child, youth and family.
- Individual, marital and family therapy skills to provide a broad range of therapeutic services to children, youth and families.
- Decision-making skills to determine actions required ensuring the protection of children and youth.
- Crisis intervention skills to determine the degree of risk to a child or youth, defuse potentially hostile client situations and take appropriate action to reduce the risk accordingly.
- Strong co-operation and consultation skills in working with First Nations Designated Persons and community representatives, Elders and community leaders.
- Excellent verbal and written communication skills in order to interact with clients, all levels of Dnaagdawenmag Binnoojiiyag Child & Family Services staff and management and community professionals.
- Organizational skills to prioritize tasks, be self-initiating and work independently.



- Excellent interpersonal skills to liaise with community professionals, First Nations Designated Persons and community representatives and other Dnaagdawenmag Binnoojiiyag Child & Family Services staff.

Mandatory Requirements:

- Must be willing to work flexible hours including weekends, evenings and holidays as required.
- Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS).
- Able to provide a safe vehicle for use on the job, an acceptable Driver's Abstract, evidence of a valid Ontario Driver's License and of Personal Liability & Property Damage insurance coverage for at least \$2,000,000.00.

ACCOUNTABILITIES

The employee is required to have a good working knowledge of all laws, rules, regulations, policies and procedures, as well as the Regional Protocol which impact on the employee's specific responsibilities. We undertake to make decisions, as required, which are consistent with these and then to act in a manner which provides quality services to children, youth, families and communities.

WORKING CONDITIONS

- You will be provided a working location within your region by the Organization.
- Travel within the catchment area will be required.

SALARY RANGE

- \$64,840.00 - \$78,148.00, depending on qualifications and experience.

TO APPLY

- Please email the following to careers@binnoojiiyag.ca
 - Application for Employment (available at www.binnoojiiyag.ca)
 - Please indicate preferred location in your application
 - Cover letter outlining why you are the most qualified candidate for this role including your experience working directly with First Nations, Inuit and Métis Peoples, Communities and Organizations.
 - Resume (include 3 work related references)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis and those with close affiliations.