

Permanent Float positions starting locations to be determined

In search of candidates who are Black/of African descent

The Agency

We are a Child Welfare and Children & Youth Mental Health agency committed to service excellence, teamwork and participation in decision-making. We respect and value diversity and operate from an anti-racist, anti-oppressive intersectionality framework. Located in a prime recreational area just north of Toronto we provide the opportunity to combine a career with a lifestyle of your choice.

Simcoe Muskoka Family Connections (SMFC) strives to be a reflection of the diverse communities it serves. As an equal opportunity employer, we welcome candidates from all abilities and backgrounds. We encourage applications from traditionally underrepresented communities such as: racialized groups, Indigenous peoples, Francophone identities, people with a disability, people identifying as 2SLGBTQIA+ along with other equity-seeking groups.

As noted, the current posting is in search of candidates who are Black/of African descent. If you are of the aforementioned identity, and feel comfortable making it known, please feel free to do so with the knowledge it will be kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer. Accommodation will be provided in accordance with the Ontario Human Rights Code throughout the recruitment process.

The Job

The incumbent will report to the Service Manager in the branch office and will have child protection responsibilities. Primary duties include: investigating and assessing matters pertaining to children in need of protection; providing support services to clients; providing services to children in care; documentation responsibilities in accordance with the legislation and agency procedures; providing community outreach; and other duties as assigned by the Service Manager. This is a Bargaining Unit position with CUPE Local 5319.

Qualifications

- A Bachelor of Social Work or Master of Social Work degree is preferred. A degree in Social Sciences from an accredited University, in combination with several years of child welfare experience will also be considered.
- A thorough knowledge of child welfare case management, and the CYFSA.
- Demonstrated ability to assess and support people in risk situations.
- Excellent interpersonal, verbal and written communication skills.
- Strong time management skills and ability to work effectively under pressure.
- A thorough understanding of anti-racist and anti-oppressive principles is important.
- An appreciation of and ability to work with a diverse community.
- Valid driver's licence and access to a vehicle is required.
- Bilingualism (English/French) is a highly desired asset.

Note: Our current Collective Agreement has provisions for the following: *Where an applicant from an Ontario Child Welfare Organization is successful in a job competition, service-based entitlements for wages and vacation*

shall be based on the length of his/ her most recent period of continuous service. The foregoing does not apply to seniority-based entitlements.

Compensation The salary range is \$66,128 to \$83,648 commensurate with experience.

Applications by: **January 17, 2021**

Please apply to: **Internal Candidates** [Login ADP>Myself>Talent>Career Center>Black African descent Float CPW \(0121\)](#)
External Candidates [Black of African descent Float CPW - various locations \(0121\)](#)

We thank all applicants, however only those under consideration will be contacted.

Accommodations at Simcoe Muskoka Family Connexions

Our organization is an equal opportunity employer. We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants in need of accommodation are asked to make it known to us prior to the interview or selection process by contacting the Human Resources Department at 705.726.6587 x 2252. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation to enable equitable access to the process.