



POSITION TITLE:	CARE WORKER
DEPARTMENT:	FRONT LINE SERVICES
REPORTS TO:	SUPERVISOR
CLASSIFICATION:	FIVE (5) YEAR CONTRACT
LOCATION:	WHITBY, ON
POSTING DATE:	APRIL 1 ST , 2021
CLOSING DATE:	APRIL 12 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

The Children at Risk of Exploitation (CARE) worker is primarily responsible for the support and care of Indigenous Survivors of Human Trafficking within Durham Region. Works alongside the CARE Unit workers (externally) to provide an Indigenous lens and collaborate on protection matters relating to the survivors. Works alongside the Anti-Human Trafficking Liaison (internally) to honour the physical, mental, emotion and spiritual well-being of the survivors. CARE Units are specialized intervention teams that will pair with police officers and child protection workers in teams to identify, investigate, locate and engage high risk children and youth ages 12-17 who are at risk of, or are victims of, Human Trafficking. Children will be removed from immediate risk and those youth at high risk of being sexually exploited will be connected to a supportive resource. There will also be preventive work to help reduce risk of children and youth from being exploited and trafficked.

RESPONSIBILITIES

- This position conducts assessments of risk in addition to providing a varied degree of intervention services to youth involved in Human Trafficking.
- There will also be preventive work to help reduce risk of children and youth from being exploited and trafficked.
- When victims of Human Trafficking are located, joint interviews between the police and child protection workers may be conducted to assess both criminal and child protection concerns.
- CARE units will identify and gather intelligence on offenders, sharing information between both police services and child welfare agencies. CARE Units will also work with parents who refer children and youth to societies when they are concerned their child is at risk of trafficking and/or who place missing persons reports with policy.
- The CARE Unit Implementation Working Group will determine how data from CPIN



and serious occurrence reporting can be used to flag to CARE Units when a child in care has been repeatedly reported as missing.

- Through sustained relationship-building and on-the street presence, CARE Units will intervene and prevent the sexual victimization of children and youth ages 12-17 before extensive victimization and entrenchment occurs.
- Intervene and provide support and resources to Indigenous children and youth who are being sexually exploited and trafficked.
- Help hold offenders accountable by providing intelligence that leads to charges against traffickers.
- Spending time in the community locating and engaging youth who are at risk of being sexually exploited and will work with parents, local police officers and First Nations as applicable.

Assessment Duties:

- Increased focus on conducting assessments of risk.
- Refers youth to other agencies or community resources as appropriate.
- Conducts the assessment, including reviewing historical family file, visiting client's family homes, interviewing clients, family members and additional sources such as schools, doctors, police and neighbours.
- Conducts and participates in investigations, as required.
- Intervenes in crisis situations and initiate immediate protection action.
- Coordinates service requirements and advocates on behalf of children and youth to ensure the receipt of appropriate and timely services.
- 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.
 - Determines when children require admission to the care of Dnaagdawenmag Binnoojiiyag Child & Family Services and, where necessary, brings children to a place of safety to ensure their immediate safety.

Clinical Duties:

- 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.



- Interviews sources of service referrals.
- When required, may need to bring selected cases to Family Court in order to protect children when authorized to do so by the Executive Director.
- Assesses and makes decisions related to reunification plans and implements such plans where appropriate.
- Develops and maintains effective and therapeutic casework relationships with children and youth with the objective of reducing risk of harm to children.
- Implements the Risk Assessment Model, Plan of Service by providing referrals to appropriate internal and external resources in order to provide quality service to Dnaagdawenmag Binnoojiiyag Child & Family Services clients, with the objective of reducing risk of harm to children.
- Assesses requests for financial assistance for children and youth and arranges for such assistance if deemed justified and necessary.
- Responds to allegations of child abuse through an assessment process in partnership with the First Nations and where necessary the appropriate Police services as set out in the applicable Regional Child Abuse and Assault Protocol.
- Seeks the approval from their Supervisor prior to bringing a child to a place of safety, and through the Senior Manager seeks approval from the Executive Director or designate to launch a court application within 24 hours; where Executive Director (or designate) approval is not provided, the worker must return the child or reach agreement with the child's parents and other parties to an alternative arrangement.

Court:

- Prepares legal documentation within all-time restraints (as required) ensuring accuracy and completion prior to court.
- Prepares and obtains warrant.
- Prepares for, attends, and provides testimony in Family Court and Criminal Court.
- Prepares their children and youth for court.
- Arranges for Status Reviews prior to expiry of existing Court Orders.
- 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 & Family Services policy, procedures, and directives, and the Regional Protocol.
- Completes CPIN recordings within the timelines as outlined in policy.
- Completes contact logs regarding all client activity and contacts as soon as possible within 24 hours of the events being documented.
- Completes referrals and assessment packages on behalf of children and youth as



required by collateral service providers.

- Maintains effective professional working relationships with community collaterals.
- Completes administrative requirements as set out in Dnaagdawenmag Binnoojiiyag Child & Family Services policy, Ministry Standards and supervisor expectations.
- Participates in supervision in accordance with Dnaagdawenmag Binnoojiiyag Child & Family Services expectations.

Other Duties

- Other duties as assigned.

POSITION REQUIREMENTS

Education and Experience Requirements:

- Bachelor of Social Work Degree; or
- Bachelor of Social Work Degree 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.
- Must be an previously Authorized Worker with experience working within Child Welfare and/or Indigenous Child-Wellbeing setting.
- Must have a solid understanding of Human Trafficking, sex trade and its various stages; including choice, coercion and control.

Knowledge Requirements:

- 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.
- 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:

- 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 communication skills in order to interact with clients, all levels of Dnaagdawenmag Binnoojiiyag Child & Family Services staff and management and community professionals.
- Good written communication skills to document information in a clear, concise and accurate manner.
- 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. Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit and Métis Communities we service.

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.



Dnaagdawenmag Binnoojiiyag
Child & Family Services

EMPLOYMENT OPPORTUNITY

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

- \$65,773.95 - \$79,274.31, 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.