

**YORK REGION CHILDREN'S AID SOCIETY**  
16915 Leslie Street  
Newmarket, ON L3Y 9A1  
e-mail: human.resources@yorkcas.org

**POSTING # 2021-29**

June 22, 2021

Applicants are now invited for the position of:

**KINSHIP SERVICES WORKER**  
**Permanent Vacancy**

**PUPOSE OF POSITION**

To assist the Agency in providing a high standard of care for children in Agency kinship service homes, by assessing, re-assessing and providing ongoing service within assigned kinship service homes. Incumbent has responsibility of assessing and supporting kinship service providers. As a member of the Kinship team, the Kinship Service Worker contributes to the overall development of the Agency's kinship program.

**MAJOR RESPONSIBILITIES:**

- Provides information to Protection Services Workers regarding potential Kinship Services arrangements, including preliminary screening and recording of kinship services inquiries.
- Reviews case files where appropriate, to assist in identifying potential kin for child/children who would potentially benefit from a Kinship Services Placement.
- In coordination with Protection Services Workers, arranges for intake interviews with all prospective applicants, when indicated, in order to assess their potential suitability as Kinship Service Providers and provides information about the Agency and the role of Kinship caregivers.
- Follows established regulations and standards in the completion of assigned Kinship Services assessments, and documents the information gathered in a clear, concise manner according to Agency requirements.
- Through an equity lens, provides ongoing service to an assigned caseload of Kinship Services providers and children residing in Kinship Services arrangements. Ongoing service includes maintenance of contact, written evaluations and progress notes, contact logs, and plans for access to ongoing services and supports in accordance with Agency expectations and Ministry standards, in order to ensure that a high quality of Kinship Service is maintained. Works collaboratively with Protection Services Workers to ensure that family Plans of Service and Kinship Plans of Service are coordinated and mutually developed.
- Assists in the interpretation of Agency policies and procedures regarding Kinship Services, and Protection case management strategies to Kinship Services caregivers and Agency staff.
- Assists in the development of and / or contract with support services including financial and instrumental supports, clinical resources, community partnerships, internal support groups, and training.
- Assists Kinship Services providers in identifying problem issues; engage in constructive problem-solving in conjunction with Agency personnel.
- Completes all assigned Kinship Services assessments in accordance with Agency requirements.
- Maintain Kinship Services files according to Agency requirements; completes required administrative forms, which include monthly Kinship Service statistics, daily time sheets, mileage, log sheets and attendance at staff meetings.
- Carries out other duties as assigned.

**QUALIFICATIONS**

- Social Work Degree / Master of Social Work or BSW equivalency of:
  - Master's Degree in a Human Services related field, and a minimum of three years



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- relevant experience working with children and families OR
  - Bachelor's Degree in a Human Services related field, and a minimum of three years relevant experience working with children and families OR
  - CYW and a minimum of three years' experience working with children and families.
- work within the child welfare environment.
- A good working knowledge of child welfare legislation, Kinship Service Standards, Child Protection Standards for Ontario, and Agency policies, procedures and guidelines.
- Trained in the delivery of the SAFE and PRIDE models for service.
- Knowledge of child development and family dynamics.
- Strong human relations skills, and a demonstrated ability to form effective working relationships with Kinship providers and Agency staff.
- Excellent written and verbal communication skills.
- Competence in assuming an advocacy role on behalf of kinship caregivers when required.
- Well-developed problem-solving skills.
- Good organizational skills.
- Bilingualism in French and/or other languages is an asset.
- York Region Children's Aid Society is committed to employment equity, diversity and inclusion in the workplace, and fostering equity, diversity and inclusion in recruitment practices is a key aspect of the search process. Preference will be given to candidates who identify from the following equity seeking groups; Indigenous Peoples, racialized persons/persons of colour, persons with disabilities, and persons of the 2SLGBTQ+ community. If you are of the aforementioned identities, and feel comfortable making it known, you can choose to self-identify as a member of a designated group. Any information directly related to you is kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer.

PAY GRADE: 7 (\$65,934.62 - \$85,895.22)

HOURS OF WORK: 33.75 Hours per week

Candidates that meet the qualifications are welcome to apply and should do so in writing to [human.resources@yorkcas.org](mailto:human.resources@yorkcas.org). Position will remain open until filled. **Please quote job posting # 2021-29.**

We appreciate all applications received. All communications will be held in strict and professional confidence. Only those candidates selected for an interview will be contacted. We thank all applicants for their submissions. At the request of the candidate, post interview feedback will be provided verbally at the end of the recruitment process, at a mutually agreeable time.

#### **Anti-Oppression/Anti-Racism at York Region Children's Aid Society**

YRCAS is committed to having a workforce that is reflective of the diversity of York Region and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

#### **Accommodation at YRCAS**

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 that may require accommodation during the selection process are encouraged to notify the Human Resources Department when contacted for an interview. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.