

YORK REGION CHILDREN'S AID SOCIETY

16915 Leslie Street
Newmarket, ON L3Y 9A1

POSTING # 2022-43

July 28th, 2022

Applicants are now invited for the position of:

Anti-Sex Trafficking Project Lead
6 Month Contract

Please note that YRCAS is in support of a secondment arrangement where applicable in partnership with colleague Children's Aid Societies

Sex Trafficking is a severe form of child abuse that requires a dive deep into root causes of colonialism to build equity and cut exploitation at its root. YRCAS needs to recognize and respond to factors that make children and youth more likely to be targeted by traffickers including intergenerational trauma, marginalization, oppression, internalized racism, lack of access to basic needs. A multi-disciplinary and wrap-around approach is needed to protect children and youth from the risk and harms of sex trafficking.

PUPOSE OF POSITION:

Develop capacity in the agency and through community partnerships to support those impacted by Human Trafficking from an anti-racist, anti-oppressive, intersectional framework that is trauma-informed, healing-centered and culturally safe, responsive and relevant. Co-manage activities related to the York Region Children's Aid Society Human Trafficking project. Provide consultation, coaching and mentoring to service teams providing service to children and youth at risk of or involved in human trafficking.

DUTIES and MAJOR RESPONSIBILITES:

Project Coordination:

Work collaboratively to develop and implement a project plan for the pilot, evaluation & implementation of a Sex Trafficking Screening tool, including:

- Coordination and leadership of the project team.
- Orientation and training of staff regarding the tool and pilot project.
- Coordination and tracking of staff activities and data collection during the pilot phase.
- Coordination of communication between York University and involved Agencies.
- Development of an implementation plan for the final version of the screening tool across all staff/care providers in both organizations based on and in alignment with the outcomes and recommendations of the pilot evaluation.

Agency & Community Partnerships & Capacity Building

Develop and implement a plan for organizational & community capacity-building to serve those impacted by Human Trafficking including:

- The development and implementation of Human Trafficking training for all staff and care providers.

- The development and implementation of a plan for designated agency staff and care providers with specialized knowledge and skill to support those impacted by sex trafficking.
- The development of agency response procedures and best practices to serve and support those impacted by human trafficking.
- The development of community partnerships & capacity to serve survivors of human trafficking, including updated police protocols.
- The development of phase 2 "starting with youth" project with York University based on findings from phase 1.

Consultation, Coaching and Mentoring:

- Provide guidance and support to service teams with regards to case management duties, relevant legislation, community supports, agency policies & procedures and Ministry Standards in their provision of service to survivors or those at risk of Human Trafficking.
- Provide coaching, mentoring and case consultation that is equity-centered, trauma-informed, healing and culturally responsive.
- Promote a positive, collaborative working relationship between team members and community partners through discussion, facilitation of problem solving and developing recommendations for improved service delivery.
- Collaborate with other Society staff and access internal resources, to ensure effective coordination and provision of service.
- Develop and maintain working relationships with local supports and services, particularly those who support survivors of human trafficking.
- Adhere to all Society policies and procedures, Ministry Regulations, Standards, Directives and relevant legislation.

REQUIRED KNOWLEDGE:

- Demonstrated understanding of Human Trafficking from an intersectional approach that is anti-oppressive and accounts for the legacy and current practices of child welfare in a manner that is trauma-informed, healing-centered and culturally safe. An approach to practice that is anti-racist, anti-oppressive, intersectional, trauma-informed, healing-centered and that prioritizes cultural safety and responsiveness.
- Demonstrated history of working in partnership with survivors and those at risk of Human Trafficking along with informal and formal support systems.
- Sound knowledge of the impact and risk of social issues in child welfare and understanding of current relevant theories and best practices. Sound knowledge of clinical theories and best practices that are equity centered.
- A sound knowledge of colonialization and the impact of Child Welfare on Indigenous Peoples along with the challenges faced by equity-seeking groups.
- A sound understanding of sector commitments/initiatives towards the engagement of Black communities in all their intersecting identities (e.g., The Ontario Association of Children's Aid Societies One Vision, One Voice & 11 Race Equity Practices).
- An understanding of adult learning and mentorship principles.
- Demonstrated understanding and aptitude for project management.
- Strong teamwork and leadership skills.
- Strong equity-based clinical skills and knowledge, including engagement, assessment and intervention skills.

- Excellent verbal and written communication skills.
- Effective interpersonal skills including the ability to work cooperatively and collaboratively with internal and external resources.
- A thorough knowledge of child welfare case management, applicable Ministry Standards and the Child, Youth & Family Services Act (CYFSA).
- Strong time management and organizational skills & ability to work effectively under the pressure of tight timelines, competing priorities and emergent issues.
- Strong computer skills, including knowledge of Microsoft Office applications, CPIN, Outlook and other office equipment.

Education and Experience

- Successful completion of a bachelor's degree of Social Work from an accredited educational institution required or a master's degree of Social Work preferred.
- Applicants with a bachelor's degree within Social Science from an accredited educational institution in combination with a minimum of five (5) years of experience in Child Welfare will also be considered.
- A Minimum of five (5) years of experience in Child Welfare required with direct experience working with people impacted by Human Trafficking strongly preferred.
- A valid driver's license and use of a vehicle with appropriate insurance to transport clients are required.
- Bilingualism in French and/or other languages is an asset.

PAY GRADE: 9 (\$89,476.47 - \$113,420.86)

HOURS OF WORK: 33.75 Hours per week

Candidates who meet the qualifications are welcome to apply and should do so in writing to human.resources@yorkcas.org **no later than 11:59 p.m. on Thursday, August 18th, 2022. Please quote job posting #2022-43 – Anti-Sex Trafficking Project Lead.**

Work is performed in a hybrid work environment and is performed outside the typical office setting, however on occasion may be required to come to the office when activities cannot be performed remotely.

Employment at York Region Children's Aid Society is conditional upon the verification of credentials, a satisfactory vulnerable sector check, proof of COVID-19 vaccination (2 doses required), as per YRCAS Mandatory COVID-19 Immunization Policy.

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.

Diversity, Equity & Inclusion

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. The current posting is in search of candidates who identified from the following equity seeking groups; women, racialized persons/persons of colour, Indigenous Peoples, persons with disabilities, and persons of the 2SLGBTQ+ community. If you are of the aforementioned identities, and feel comfortable making it known, you may choose to self-identify as 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.

Vaccination Policy

The successful candidate will be made an offer of employment on the condition of being fully vaccinated against COVID-19. Fully vaccinated is defined as having received all of the required doses of a Health Canada approved vaccine and having received the final dose at least 14 days before your employment start date. The candidate will be asked to provide York Region Children's Aid Society with proof of full vaccination, prior to the candidate's employment start date. Acceptable proof includes an Ontario Ministry of Health COVID-19 vaccine receipt which you can obtain through the Provincial portal <https://covid19.ontariohealth.ca/>, or other government-issued vaccine passport or certification. As described above, the requirement to be fully vaccinated is subject to the Ontario Human Rights Code. If the candidate is unable to receive the COVID-19 vaccine for a reason protected by the Code, requests for accommodation from the vaccine policy will be assessed on a case-by-case basis and will be subject to York Region Children's Aid Society accommodation process.

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.