



OPPORTUNITY

August 23, 2023

POSITION(S) AVAILABLE

CURRENT SALARY RANGE

Family Service Worker
(Initial Support & Community Connections Team) \$77,086 - \$93,543

We are recruiting for a temporary Family Service Worker position on our Initial Support & Community Connections Team till August 31, 2025. The start date of this position will be determined in consultation with the immediate supervisor. The location of this position is Oshawa.

POSITION SUMMARY:

The Family Service Worker – Initial support & Community Connections Team will provide a full range of child welfare services by being the first point of contact for children, youth and families– fielding calls, educating community/community partners and providing culturally-appropriate services in the Durham Region. Using an Anti-Oppressive Practice, Diversity, Equity and Inclusion (AOPDEI), the Family Service Worker will screen for cultural components, and refer to Indigenous services or the African Canadian Services Team as appropriate. Upon receiving referrals, the Family Service Worker will determine appropriate response (protection investigation), provide community links support, CPIN checks and complete police reports.

This position assesses eligibility for Society intervention, links children, youth and families to appropriate community resources and refers investigations for allegations of child harm. This position ensures that children referred to the Society are protected in accordance with the Child, Youth and Family Services Act. This position works collaboratively with other service departments to provide services to children, youth and families in out of home placements and collaborates with a variety of care providers and community service agencies to ensure that children's needs are met. The Family Service Worker will meet all related Ministry standards and regulations and keep all required records and documentation as per the mandate of the Child and Family Services Act and professional standards.

This position will be the designated African Canadian Services worker bringing Anti-Black Racism knowledge, lens and lived experiences to the ISCC position.

MINIMUM QUALIFICATIONS:

6 months experience in related field. A B.S.W or equivalent as recognized by the Ontario Association of Professional Social Workers. A BA in a Social Science with 6 months full-time direct CAS experience or 2 years related experience working with families and/or children (e.g. court clinics, residential programs, probation). Proficiency in a second language an asset. A Valid driver's license with access to a vehicle required.

Plus demonstrated skills and knowledge of:

- family engagement collaborative decision making and conflict resolution;
- well-developed investigative skills including the ability to develop customized intervention plans to investigate and respond to allegations of child maltreatment and meet the unique strengths and needs of children and their families;
- in-depth understanding of the impact of separation and loss on children and families and an ability to assist children and families in coping with these issues; demonstrated skills in assessing safety and risk factors: identifying child and family strengths and needs;
- developing, implementing and monitoring service plans in collaboration with children, families and their support networks, and advocating for additional services where appropriate

The ideal candidate must have:

- lived experience of someone who identifies as Black/African Canadian or Black/bi-racial descent
- understanding of anti-Black racism, intersectionality, equity and the issues impacting the Black/African Canadian and Black/bi-racial community
- child welfare service delivery context and service provision to Black/African Canadian and Black/bi-racial children, youth, and families
- respect and understanding of the diversity of the Black/African Canadian and Black/bi-racial culture and traditions
- flexibility to provide responsive services which meet the unique needs of the Black/African Canadian and Black/bi-racial community.

Please apply through our career's portal through [Careers - Durham Children's Aid Society \(durhamcas.ca\)](https://careers.durhamcas.ca).

At Durham Children's Aid Society (DCAS), we strive to be an equitable and inclusive employer. Our commitment to equity is grounded in an institution-wide commitment to achieving a working, teaching, and learning environment that is free of discrimination and harassment. DCAS actively seeks candidates from First Nations, Métis, Inuit, racialized and 2SLGBTQIA communities, women, and people with differing abilities (including people who have experienced mental health and substance use challenges). We encourage people from all backgrounds to apply to our positions and thank all applicants for their interest, however, only those selected for an interview will be contacted. Please inform us if you require accommodations related to your assessments (e.g. interview) during the selection process.

All successful applicants will be required to submit to a child welfare record check. Please note, the presence of a child welfare record does not automatically disqualify any applicant.