



## **Employment Opportunity Template**

### **Family Service Worker, Regular x 2**

**Bargaining Unit CUPE Local 3223**

### **Salary**

\$77,086 - \$93,543

### **About Us**

Durham Children's Aid Society has been supporting families and protecting children in our community since 1905. We are responsible for providing child protection services to children and youth under the age of 18, and their families, who live in Durham Region.

We work with families and our community partners to help children grow up safe and healthy. In most instances, we are able to keep children safe in their family home by working with their primary caregivers to address any challenges they may be facing.

Learn more about us at [www.durhamcas.ca](http://www.durhamcas.ca).

### **Our commitment to Diversity**

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. We actively seek candidates from First Nations, Métis and Inuit, racialized and 2SLGBTQ+ communities, women, and people with differing abilities (including people who have experienced mental health and substance use challenges).

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.

### **What we offer**

We offer an inclusive work environment. Our office is well situated on Taunton Road and is transit accessible. Most positions are eligible for hybrid work in accordance with our Flexible Work Arrangement policy. We offer a comprehensive and competitive compensation package, including a defined benefits pension plan with the Ontario Municipal Employees Retirement System (OMERS). Learn more at [www.durhamcas.ca/careers](http://www.durhamcas.ca/careers).

### **Position Summary**

This position provides service to families with children either living at home or in the care of the Society where these children may be or actually are in need of protection; developing and implementing treatment plans to ensure that clients needs are being served and that children are being protected either while living at home or in conjunction with outside community resources as may be needed; working with, advising and supporting foster parents and the staff of other types of residential placements; and as required preparing for court and participating in pre-hearing preparations, appearing in court, meeting all related Ministry standards and

regulations, and keeping all required records and documentation as per the mandate of the Child and Family Services Act and professional standards.

## 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.

## Other Information

Candidates must undergo and successfully pass a background check before an offer of employment may be made. Proof of education is required.

Driving is a requirement of this position. Successful applicants must have a valid driver's license and access to a reliable vehicle. Third-party liability insurance of a minimum of \$2 million must be maintained.

Travel is required.

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

We thank all applicants for their interest, however, only those selected for an interview will be contacted.