

JOB POSTING

Job Information

Job Title	Kinship/Connections Worker
Location	Brockville
Reports to (Job Title)	Service Manager
Term	Full-Time, Permanent
Estimated Start Date	As soon as possible
Salary Band	Band 4 (to be evaluated through JJEC)
Type of Position	<input checked="" type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input type="checkbox"/> Other:
Posting Date: January 18, 2024	Closing Date: January 25, 2024 at 4:30pm

All interested applicants should forward a current resume and covering letter to HR at; hr@fcsllg.ca.

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

Job Summary

The Kinship/Connections Worker is primarily responsible for the delivery of Kinship Services, Kinship in Care Services, Customary Care Services, and child specific and family finding recruitment with the goal of helping families create safe, sustainable, and culturally appropriate permanency plans for children. The Kinship/Connections Worker is also responsible for reaching out to the child's cultural community to engage them in planning and support for the child and family. The Kinship/Connections Worker is intended to play a significant role in helping to create a system of supportive adults and community around the child for lifelong connections. For children/youth who are placed in an out of home placement with Kin, the worker will carry the Kinship Service and Provider files and support both the child/youth and the caregivers in accordance with all legislation, standards, policies, procedures, and guidelines. This position may be responsible for providing family finding support to Integrated Protection and Out of Home Services, as required.

Family and Children's Services of Lanark, Leeds and Grenville is committed to providing a barrier free workplace. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

Key Tasks and Responsibilities

Functional Duties

- Provide support to Family and Children's Services of Lanark, Leeds and Grenville (FCSLLG) in all aspects related to family finding and building community and cultural connections.
- Carry a caseload of Kinship Service and Kinship Provider files (including Other Child Welfare cases), completing all administrative tasks set out in the Kinship Standards, policies, procedures and guidelines, including CPIN business practices

- Use the methods and strategies from the family finding model to locate and engage the relatives and cultural community of children/youth in out of home care or at risk of entering care so that every child may benefit from lifelong connections that only a family provides.
- Using technology, file research, genograms, family research tools, interviews, and connection to cultural communities, the Kinship/Connections Worker will seek out kin and community to a) build on existing relationships and enable continuity of relationships, b) assist with long-lasting safety and permanency planning for the child/youth, c) find viable alternative options other than admission to care, and d) promote stability and a sense of belonging for children and youth
- Maintain the integrity of children/youth's connections to Indigenous and other relevant cultural groups.
- Collaborate with FCSLLG employees, First Nation Band Representatives, and other cultural communities to ensure that all relevant information is gathered and explored.
- Lead and participate in case conferences, family circles, family network meetings, and permanency planning meetings.
- Educate staff and community members about family finding and widening family and community participation.
- Acts as a liaison with Elders, Service Providers and First Nation Communities as required.
- Contribute to the creation of fulsome cultural plans for children in kinship placements or those who have been referred to the program for consultation.
- Support the organizational goals and objectives related to Equity, Diversity, and Inclusivity
- Understand and comply with all corporation policies, procedures, programs, practices, guidelines, and work routines including but not limited to:
 - Assuming case responsibilities as directed
 - Signs of Safety practice framework
 - Working with children and families in a goal-directed manner, which may include assessment of service needs and the coordination of service delivery
 - Conducting regular forensic, clinical, and supportive interviews of children and caregivers to ensure that safety, permanency, and wellbeing is adequately assessed and the child/youth's voice is included in planning
 - Engage the extended family and/or community in permanency planning early in the process and explore opportunities for lifelong connections for older youth in need of support.
 - Conduct thorough reviews of relevant case files to assist in identifying family members or other key people in the child/youth's natural network who may be options for placement, permanency planning and/or supporting lifelong connections.
 - Work closely with members of the child protection team related to permanency planning goals, case trajectories and parenting time/access related issues (this includes working with other agency teams if there are shared kinship service or provider files)
 - The completion of all assigned tasks related to family court intervention
 - The completion of formal case documentation including the maintenance of contemporaneous case notes
 - Ontario Permanency Funding Guidelines and other financial supports available for kinship and customary care providers/families

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- Be aware of roles and responsibilities under the Ontario Occupational Health and Safety Act, Regulations, and agency health and safety policies and performs duties in a manner that ensures safety at all times.
- Participate in regular supervision with the team manager to aid in clinical decision making, identifying child protection risks, and completing safety plans
- Partner to build a caring, committed, and inclusive workplace
- Identify in consultation with the manager risks which may have implications for the corporation, including serious occurrences and complaints.
- Meet accountabilities and achieve continuous quality improvement in all activities.
- Participate in team meetings, staff meetings, training sessions.
- Provide assistance and back up coverage to other workers as assigned
- Undertake all other assigned duties as required.

Relationship Duties

- Demonstrate behaviours, actions and attitudes that are consistent with FCSLLG's vision, mission and values.
- Develop and foster respectful and accountable working relationships with key stakeholders, internal and external to the FCSLLG.
- Demonstrate effective and professional behaviour that will create an environment to achieve organizational outcomes.
- Demonstrate abilities to work within a constantly changing environment.
- Work collaboratively with all members of the integrated child and youth teams and integrated protection teams to provide optimal service to the children, youth, and families in our community.

Team Building/Interpersonal Duties

- Demonstrate professional, respectful, collaborative and equity-centered working relationships.
- Active participation and engagement in continuous learning activities.
- Professional standards of written and verbal communication with all internal and external contacts.

Core Competencies

Background/Education/Experience

- Education: Bachelor's Degree in Social Work, (Master's Degree in Social Work is an asset)
- Minimum 2 years' experience in the role of Authorized Child Protection Worker
- Satisfactory Police Records Check and Vulnerable Sector Screening.
- Valid Driver's License, and access to a reliable motor vehicle with business use automobile insurance and, where appropriate, the OPCF 6A rider ("Permission to Carry Passenger").

Skills and Attributes

- Advanced knowledge of child protection and assigned functional skills including Child, Youth and Family Services Act, Ministry of Children, Community and Social Services standards and directives, Kinship Service Standards, and all related legislation
- Demonstrated understanding of systemic barriers faced by some families and the ability to advocate for changes/services as it relates to children/youth/family needs

- Experience conducting child protection assessments/investigations with an understanding of the impact and effects of child maltreatment/protection concerns and multi-generational trauma on the child, youth, and family system
- Thorough understanding of, and ability to practice a strengths-based, anti-oppressive and culturally informed approach with children/youth and their parents and extended family (kin and kith)
- Strong and demonstrated understanding of Equity, Diversity and Inclusivity and application in practice
- Knowledge of First Nations, Inuit, and Métis history, people, and communities and a demonstrated ability to engage with such communities
- Superior interpersonal, facilitation, communication, and presentation skills (both verbal and written)
- Ability to analyze problems, develop a path toward problem solving, and manage the process to completion.
- Strong understanding of the principals and approaches connected to Family Finding
- Ability to collaborate and maintain positive partnerships with all relevant key stakeholders aimed at building strong, sustainable relationships and supporting resolution.
- Demonstrated ability to facilitate family network meetings and engage families in meaningful planning for toward positive long-term outcomes.
- Computer aptitude and proficiency.
- Demonstrated analytical analysis skills, with attention to detail.
- Demonstrated organizational and time management skills with the ability to meet tight deadlines.
- Ability to work independently with a high level of initiative and self-direction.
- Ability to maintain a high standard of privacy and confidentiality in the performance of duties.

Efforts and Working Conditions

- Given the traditional practices of First Nation communities, from time to time there may be exposure to wood smoke and the burning of sacred medicines, including tobacco, sweet grass, sage, or cedar.
- Work is primarily performed out of the office, as well as at a desk in a normal office environment with regular meetings with children, families, and other professionals.
- Long periods of sitting and computer/phone use.
- Multi-tasking within a fast-paced, high-volume, and demanding environment.
- Required to listen to and reconcile multiple points of view being discussed/presented.
- Frequent interruptions often deal with critical issues.
- Frequent travel within the FCSLLG region with occasional travel to satellite offices or First Nations communities across Ontario.
- Can work non-routine/flexible hours, and/or evenings; may be called into work in case of emergencies.
- Occasional lifting of children or heavy objects may be required.
- May work in emotionally charged situations requiring resolution.