



Family and Children's
Services Niagara

Les Services à la famille
et à l'enfance de Niagara

Job Posting

CHILD PROTECTION WORKER

Hours of Work: 33.75

Compensation: Competitive Compensation Package including 4 weeks' vacation, OMERS pension, benefits and salary.

Starting Rate: \$40.75/hour

Start Date: September 2025

WHO WE ARE

Family and Children's Services has been making a positive difference in the lives of children, youth, and families in Niagara for more than a century. As a multiservice agency providing child welfare services, fostering and adoption, counselling, and childcare, the team at FACS Niagara works to keep children safe and families strong.

POSITION SUMMARY

The Child Protection Worker provides advocacy, assessment, case management, educational, supervisory, and administrative services to the families and children on their case load on a differential basis in order to reduce the factors which contribute to the protection risk to the child.

MAIN DUTIES AND RESPONSIBILITIES

Support to Families, Children and Youth

- Provide child protection services to children, youth and families in their homes and community, consistent with the overall direction provided by the Supervisor, the requirements of the Child, Youth and Family Services Act and its regulations, Ministerial requirements and Society policies and procedures.
- Develop and deliver competent clinical treatment service to assigned families in order to reduce the factors contributing to the child protection risk.
- Ensure effective co-ordination of their duties, and effective communication with managerial staff, peers, clients and relevant community organizations.
- Ensure professional quality relationships with agency staff, clients, and community organizations.
- Collaborates with all other services within the agency and community collaterals to ensure the best possible service to the family.
- Assess and intervene with families to mitigate situations of protection issues, including child neglect or abuse in family's homes and in the community.
- Initiate and participate in child protection court proceedings.

- Prepares all court work related to the assigned caseload. This includes preparation and presentation of evidence, consultation with legal counsel, recommendation regarding disposition and interpretation to parents and child.
- Participate in the process of matching foster parents to children.
- Arrange and carry out foster placement when required.
- Identify and report the needs of their families to the supervisor, to ensure protection services will be identified and addressed.
- Identify their individual professional developmental needs to the Supervisor, in order that their performance can be maximized.
- Maintain professional competence and promote professional development through reference to professional literature and by participation in professional development programs in the Department, the Society and the professional community.
- Actively uphold the principles identified in the Society's Code of Ethics.

Other Related Activities

- Voluntarily supervises, from time-to-time, University social work students on field placement.
- Strives to meet or exceed all accountabilities and achieve continuous quality improvement in all activities.
- Actively uphold the principles identified in the Society's Code of Ethics.
- Ensures own expenditures adhere to FACS policies and procedures.
- Participates in mandatory learning/education to maintain and update skills and knowledge as required.
- Works in compliance with the provisions of the Occupational Health and Safety Act of Ontario and the regulations.
- Child Protection Workers are assigned to Investigation, Ongoing, Family Service/Kinship, Child Care, Resources & Adoption sectors within the Child Welfare Agency.

Authority under the CYFSA

- The Child Protection Worker is to carry out the appropriate provisions of the Child, Youth and Family Services Act. In that regard, they have the authority under Section 81 (7) of the Child, Youth and Family Services Act to bring a child to a place of safety without a warrant if the condition of the CYFSA sections are met, in consultation with their supervisor.

Qualifications

- Related Bachelor of Arts in Humanities or Social Sciences
- Experience working with families in crisis
- Valid Ontario G Driver's License, access to a reliable motor vehicle with minimum occupancy of 4 – 5 passengers and appropriate liability insurance required.
- A Child Protection Worker is deemed Authorized upon successful completion of the Child Welfare Authorization Process effective January 2017.

General Skills and Attributes

- Personal integrity and responsibility and a commitment to the goals of Child Welfare and FACS Niagara.

- The ability to work effectively with children, youth, families, individuals and groups.
- The ability to safely drive and transport children, youth and families when required.
- Skills in assessment and case planning and the ability to provide on-going therapeutic intervention.
- The ability to make differential use of various treatment modalities.
- Highly developed skills in goal directed casework.
- The ability to write clear, concise reports and to meet deadlines and other administrative requirements.
- The ability to prepare cases for court and to present evidence when necessary.
- The ability to be decisive in a crisis and under pressure.
- The ability to collaborate effectively with colleagues and work cooperatively in a team setting.
- The ability to assess the appropriateness of community resources and interpret the Agency role and responsibility in conjunction with other members of the Child Protection team.
- Computer literacy as well as proficiency in MS Office.

Please apply with your cover letter and resume by May 7, 2025, at 4:30pm, to shawna.mcelroy@facsniagara.on.ca.

Please note you will be required to receive an updated Vulnerable Sector Check every 3 years to continue employment at Family and Children's Services Niagara.

This job advertisement is to fill an existing vacancy.

We thank all applicants however only those considered for an interview will be contacted.

Family and Children's Services Niagara is an equal opportunity employer committed to inclusive barrier free recruitment and selection processes and work environments. We will accommodate the needs of applicants under the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act (AODA) throughout all stages of the recruitment and selection process. Please advise the Human Resources Department to ensure your accessibility needs are accommodated through this process.