



dcafs

Dufferin Child & Family Services

child and youth mental health • child protection • developmental support

Dufferin Child and Family Services is a multi-service agency providing Children's Mental Health, Child Protection and Developmental Support.

The agency currently requires:

Casual Part-Time – Inclusion Support Workers

The Inclusion Support Worker will work with children and youth (0-12yrs) with a variety of special needs and exceptionalities. Support will be provided in licensed childcare programs within Dufferin County. The Inclusion Support Worker will help children with additional needs participate fully in childcare programs. While some direct support may be provided, the primary role is to support the entire group/program and build the capacity of the regular childcare staff team.

You are seeking:

- A dynamic opportunity to provide inclusion support to young children and youth (0-12yrs) attending licensed childcare and before/after school programs in Dufferin County.
- A challenging role that offers flexibility, learning opportunities, and work within a multi-disciplinary team.
- A unique opportunity to work in a progressive, multi-service agency in collaboration with early childhood educators and the County of Dufferin's Early Years and Child Care Division.

We are seeking an innovative individual with the ability to:

- Work closely with Resource Consultants (from the iCAN program) and childcare staff teams to promote inclusion and support children with additional needs to participate fully in childcare programs.
- Offer resources and recommendations to modify/adapt programs and enhance staff capacity.
- Work with groups of children and provide individualized support as required, and as outlined in Individual Support Plans (ISPs).
- Maintain positive working relationships and open communication with childcare staff and team members at all times.
- Provide an enhanced level of program support which can include modifying and adapting activities, environments, and providing individualized support as required.
- Maintain confidentiality and demonstrate a high level of professionalism.
- Apply proactive and positive behaviour management techniques that emphasize prevention, positive reinforcement, and coaching of skills and strategies.
- Understand concepts related to non-violent crisis intervention (CPI).

Qualifications:

- Diploma and/or degree from an accredited College and/or University in Early Childhood Education (ECE, PSW, DSW, CYW, etc.). Equivalent education and experience in a related social services program will also be considered.
- Minimum of 1 year experience working with children and youth with additional and diverse needs required. Experience in a childcare or school setting an asset.

- Strong understanding of childhood development and developmental disabilities required.
- Must be able to handle conflict and collaborate with others in a team environment.
- Excellent interpersonal and communication skills (verbal, non-verbal, written).
- Knowledgeable about community resources and able to make appropriate referrals as required.
- Travel and daytime/afternoon availability is required for this role.
- A clear vulnerable sector, criminal record check.
- Proficient in PC computer environment, MS Office (Word, Excel, Outlook etc.) and additional software.
- Current Standard First Aid/Level A CPR Certificate an asset.
- Valid Ontario Driver's License (Class G or G2), and access to a reliable vehicle and car insurance.

If you are interested in this job opportunity, please apply on or before **Wednesday August 6, 2025** by email to hr@dcafs.on.ca quoting reference number **2025-014**.

As an employer committed to employment equity and accessibility for persons with disabilities, we encourage applications from members of equity-seeking communities including racialized and Indigenous persons, persons with disabilities, women, and persons of all sexual orientations and gender identities/expressions. Our hiring framework is founded in equity, truth and reconciliation, anti-black racism, and anti-oppressive practices.

DCAFS is committed to providing a recruitment and selection process that is both inclusive and free from barriers. Accommodations for job applicants with disabilities are available upon request, and will be provided in accordance with the **Ontario Human Rights Code** and the **Accessibility for Ontarians with Disabilities Act**

DCAFS requires all employees, contractors, students, and volunteers to be fully vaccinated against COVID-19, absent of a valid medical exemption

Thank you for your interest; however only those selected for an interview will be contacted.

Role Location: Dufferin County

Hours of Work: Casual Part Time, Daytime and Afternoon availability is required

Reports to: Manager, Early Years Programs

Salary: \$27.38/hour