

CHILD PROTECTION WORKER

Major Job Responsibilities

- Have a clear understanding of the Children's Aid Society's child welfare mandate and provincial Transformation initiatives
- Investigate and assess referrals regarding child/youth protection and voluntary service situations
- Provide short term services with respect to the above and all service delivery in consultation with supervisory staff
- Provide case planning for family services in consultation with supervisor
- Assess the need for a child/youth to come into care on a planned or unplanned basis, including the use of culturally appropriate strategies like customary care when applicable
- Gather relevant information about children/youth, their families, and their social and family functioning, and make recommendations
- Work autonomously or in a multi-disciplinary team to provide ongoing analysis and support to children/youth and families
- Assess child/youth safety and assist the family in developing a safety plan to prevent and interrupt situations of child/youth neglect and abuse
- Gather relevant information about children/youth, their families and social functioning and make recommendations based on this information
- Refer to and collaborate with other child/youth protection agencies and community partners/professionals
- Assess community homes for potential alternative kin placements of children/youth and assist families in placement decisions
- Arrange and carry out foster family placements, including emergency admissions and ongoing follow-up
- Attend to all necessary legal procedures and documentation
- Prepare cases for court and present evidence where necessary
- Maintain documentation in accordance with Ministry standards and Agency policies and procedures
- Attend case conferences and other meetings to ensure adequate service to children/youth and families
- Develop skill and knowledge through the constructive use of supervision, self-evaluation and attendance at in-service training sessions

Knowledge and Skills Required

- Ability to identify systemic barriers to equity and anti-oppressive practices and apply this lens to your work
- Knowledge, experience, and understanding of the culture, history and current issues/oppression experienced by First Nations, Inuit and Métis; those of African-Canadian/Black heritage; and other racially marginalized persons in our community
- Knowledge of First Nations, Inuit and Métis history, people and communities and a demonstrated ability to engage with the communities
- Strong understanding of First Nations, Inuit and Métis culture, heritage and traditions, and a commitment to developing the highest quality culturally appropriate service possible for the First Nations, Inuit and Métis families that we serve
- Demonstrated high level skills in assessment and case planning and an ability to provide ongoing intervention
- Demonstrated ability to work in high pressure situations, be decisive, show compassion and be skilled in de-escalation
- Ability to demonstrate a strategic use of authority with families while understanding the inherent power in the role being held
- Ability to demonstrate effective time management skills, prioritize tasks, follow instruction, and give/receive feedback
- Ability to collaborate effectively with peers, community partners and other professionals
- Ability to assess the appropriateness of community resources and interpret the Agency's role and responsibility in conjunction with other members of the team
- Skill in handling child/youth placement with empathy
- Ability to prepare cases and children/youth for court and to give evidence as required
- Demonstrated ability to communicate both written and verbally in a clear, concise manner, and to be able to meet deadlines and other administrative requirements

Qualifications

- MSW or BSW preferred, minimum of a BA in a related field
- A valid driver's license is required
- The ability to communicate in both official languages will be a requirement for any position designated as essential under the *French Language Services Act*
- Experience in Child Welfare is a strong asset
- As a requirement of employment all applicants must have a Canadian Social Insurance Number