



## CAREER OPPORTUNITY – BILINGUAL CHILD PROTECTION WORKER

**Job Posting: 2021-22**  
**Regular Full-time**  
**Salary – \$60,619-\$82,268 / year**

*Guided by Catholic values and teachings, we serve and offer bilingual (English/French) service to children, youth and families within the Hamilton community to protect their safety and well-being, strengthen families and nurture lifelong relationships.*

The Catholic Children's Aid Society of Hamilton is committed to having a workforce that is reflective of the diversity of the city of Hamilton and strongly encourages applications from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

We are currently seeking a **Bilingual Child Protection Worker** to join our team in Hamilton on a fulltime permanent basis. The ideal candidate must possess exceptional skills and experience in family services.

### **Qualifications:**

- Masters of Social Work (MSW) or Bachelor of Social Work (BSW) degree.
- 1-3 years of experience in a child welfare agency; preference will be given to those that are an authorized Child Protection Worker.
- Bilingual French/English is a requirement (written and spoken).
- Ability to effectively engage and partner with French speaking community.
- Able to affirm and integrate in the delivery of services the Society values which reflect the Agency's Catholic faith, heritage, culture and traditions.
- Demonstrated experience and skills working with diverse ethnic and racial communities.
- Demonstrated capacity and ability in the following areas:
  - Forensic and clinical interviewing, reasoning and assessment skills;
  - Tact and diplomacy, with the ability to be decisive and effective under pressure;
  - Work effectively and strategically in a multi-disciplinary team;
  - Superior communication and presentation skills;
  - Ability to liaise and bridge services;
  - Excellent crisis intervention skills;
  - Excellent time management skills.
- It is essential that the incumbent be comfortable with engaging and working with challenging men and women.
- Demonstrated skills in psycho-social assessment, ability to plan and implement a variety of interventions, make differential use of various treatment modalities and counseling practices.
- An understanding of social casework principles as they relate to service delivery to families and children. Experience working with children and families facing multiple challenges.
- Conceptual framework for the practice of social work.

- Ability to write timely, clear, concise case notes, recordings and reports.
- Effective time management skills, conducting investigations in a timely manner and completing administrative tasks within specified deadlines.
- Demonstrated knowledge of the developmental stages of adolescence, the needs for independence and the skills and steps required to achieve independence.
- Effective interpersonal and communication skills to establish and maintain open, trusting and approachable relationships with adolescents through outreach and youth engagement strategies.
- Ability to effectively engage with families, youth, and children.
- Demonstrated knowledge and skillful use of signs of safety.
- Demonstrates a commitment to, and work ethic in leadership and role models behaviours that demonstrates the Mission and Vision of the Catholic Children's Aid Society.
- Respectful and compassionate demeanor.
- Knowledge and commitment to anti-oppressive/anti-racist philosophy.
- Computer literate with demonstrated proficiency in Microsoft office and proprietary child welfare systems and programs.
- Bondable with acceptable police clearance, and satisfactory provincial records search.
- Valid Ontario Driver's license and acceptable drivers abstract, if driving is a requirement of the position.

#### **Duties:**

- Carries out all accountabilities according to the Child, Youth and Family Services Act, Ministry of Children, Community and Social Services (Ministry) standards, Protocols, and Agency policies and procedures, and manuals.
- Responds to allegations of child maltreatment according to the Ontario Child Protection Standards.
- Develops and implements comprehensive plan to provide for protection of children within families or prevention of circumstances requiring the protection of children.
- Strength based approach to determine the strengths, needs, protective factors to develop safety plans and intervention strategies.
- Undertakes planning to safely reintegrate child into the family home while continuously monitoring effectiveness of plan.
- Carries out duties associated with legal requirements and court appearances. Documentation meets evidentiary requirements for court for both child protection and other court proceedings.
- Conducts child protection investigations including reviewing any relevant child protection records, conducting investigative interviews of children, caregivers, other family members, and appropriate additional information sources such as school personnel, police and neighbors.
- Intervenes in crisis situations and initiates a range of immediate protective actions, as required, which may include movement of children at risk to a place of safety as mandated by the Child, Youth and Family Services Act.
- Initiates a relationship with the child and the family to facilitate an accurate and thorough assessment of the protection issues and client needs, to inform the service plan and to effectively respond to problems and reduce the potential for risk to the child/children.
- Implements the service plan with the child and family including appropriate management of the therapeutic relationship, providing counseling for the child and the family and conducting ongoing assessment of any child protection issues and the level of risk to children in the home.

- Coordinates and facilitates admissions by advising the Resources Placement Department of all relevant case information, preparing required documents, addressing separation issues, and providing support to the child and family in the admission process.
- Provides information and consultation to Children's Services Workers and/or Foster Parents regarding case information and the specific needs of children who are being transferred into the Society's care.
- Leads and participates in consultations and case conferences.
- Documents in CPIN a record of all contacts, interventions, supervisor consultation as well as maintaining a record of all relevant reports and correspondence.
- Model and coach interaction skills to assist clients in interacting with other service providers, health care professionals, educators, landlords etc. Provide information and advice to clients on how to access goods and services.
- Monitor and document the care, health, and well-being of children in their home.
- Advocate with, and make referrals to, service providers and other professionals with respect to understanding and meeting the needs of our clients.
- Monitor and document the behaviour of caregivers, including identification of issues arising from substance abuse, and/or family violence.
- Observe, report and record details of contacts with clients. To review case documentation and report on cases to Supervisor on a regular basis.
- Attends unit meetings, participate in unit program evaluation and development and to keep current on professional development opportunities.
- Provides consultation and case management direction to support services and to workers who work with the children in care and foster families.
- Attends and organizes case conferences pertaining to children.
- Actively participates and attends prepared for regular supervision. Ensures supervisor is made aware of case management issues and concerns, client contacts, standard compliance and paper work and recordings.
- Plans and schedules duties in an organized manner to ensure priorities and deadlines are met.
- Provides coverage duties as assigned.

**Reporting to:** To be determined

**Employment Terms & Hours of Work:** Regular Full-time (35 hrs/week)

**Position:** Union

**Starting Date:** As soon as possible

Apply in writing by submitting an updated resume to:

[hr@hamiltonccas.on.ca](mailto:hr@hamiltonccas.on.ca)

*We are an equal opportunity employer and are committed to building an inclusive process that respects the dignity and independence of people with disabilities.*

*If you require a disability related accommodation in order to participate in the recruitment process please inform Human Resources.*

Cc. Union