



Halton Children's Aid Society JOB POSTING # 22-21

Family Support Worker

POSITION TYPE:	One (1) Temporary, Part Time Position (Up to 21 hours a week) For a period of up to 12 months
EMPLOYEE GROUP:	CUPE Local 2501 Band 5
DEPARTMENT:	Children and Youth Services
REPORTS TO:	Manager of Clinical Services
POSTING DATE:	December 1, 2021
POSTING DEADLINE:	Applicants should create an account and apply at https://myavanti.ca/careersathaltoncas/ by December 8, 2021 at 4:30pm

Family Support Workers will work with Child Protection Workers to assist the Society in fulfilling its mandates under any and all pertinent legislation. This position is responsible for working with families, children and alternate caregivers to develop appropriate goals and/or service objectives. Family Support Workers provide service according to professional standards towards the best interests of children, families and the Society. The nature of this work is to provide intensive short-term service with flexible time commitments designed to meet the needs of the client, this may include weekend and evening work.

Main duties and responsibilities include, but are not limited to:

Providing support to families and children by:

- Effectively engages families involved with the Society.
- Assesses family functioning and provides intervention to clients in their community.
- Develops and implements behavioural strategies with parents that promote the safety and development of children.
- Drives children/parents to appointments and court (and other appropriate appointments) and provides support to them when necessary.
- Documents client progress and prepares reports and file information.

Manages a caseload of support cases either through individual, family or group programs by:

- Assists Child Protection Workers in achieving case work objectives.
- Coordinates and supervises family access visits.
- Teaches/models specific parenting or child management skills with parents.

Halton Children's Aid Society JOB POSTING # 22-21

- Responds to urgent or tragic events for children and families.
- Provides one-to-one intensive work with caregivers, children or adolescents.
- Evaluates effectiveness in interventions and support clients transitioning to and from services.
- Monitors the safety of children and reports increased risk to Child Protection Workers or Supervisor immediately.
- Provides case consultations to facilitate service planning goals.
- Participates in case conferences.
- Refers and coordinates services with community service providers.
- Meets regularly with supervisor as contracted for caseload management and review.
- Assists in orienting new workers, students and/or volunteers;
- Provides service according to legislation, regulations and Society policies and procedures.
- Develops collaborative relationships and networks with related service providers to strengthen service provision for children and youth.
- Knowledge of community resources available through government, community-based agencies and private providers, with an emphasis on the promotion of evidence based practices.
- Responds to general enquiries and perform other duties as assigned which are directly related to the major responsibilities of the position.
- Works in accordance with the provisions of applicable Health and Safety legislation and all Halton Children's Aid Society policies and procedures related to Occupational Health and Safety.

Knowledge, Education, Experience, Skills and Attributes

Qualifications

- MSW, BSW (preferred) or one of the following alternative degrees with the specified years of experience:
- B.A or Community College Diploma in social or behavioural sciences, plus four (4) years relevant experience working with children and families related to specific population to be served.
- Proven computer skills in Microsoft Office programs
- Knowledge of the child welfare sector considered an asset.

General Skills and Attributes

- Knowledge of child welfare sector considered an asset.
- Professional, approachable and customer-service orientated.
- Highly effective communication and interpersonal skills.
- Strong negotiation and conflict resolutions skills with the ability to demonstrate tact and diplomacy under pressure.
- Demonstrates sensitivity and awareness of the obstacles facing children and families.
- Works co-operatively and effectively in a team environment.
- Ability to prioritize workload within competing demands and deadlines.
- Strong attention to detail.
- Valid Ontario Drivers License and a vehicle available for work purposes.
- Actively upholds the principles identified in the Society's Code of Conduct.

Halton Children's Aid Society JOB POSTING # 22-21

- Passion and commitment to an inclusive workplace; respecting and valuing the diversity of every individual.

Halton CAS has a vaccination policy and procedure in place. As a condition of employment, new employees are required to be vaccinated for COVID-19 unless they have a valid reason not to be vaccinated based on a protected ground under the Ontario *Human Rights Code*.

The successful candidate will be made an offer of employment on the condition of being fully vaccinated against COVID-19. Fully vaccinated is defined as having received all of the required doses of a Health Canada approved vaccine and having received the final dose at least 14 days before your employment start date. The candidate will be asked to provide Halton CAS with proof of full vaccination, prior to the candidate's employment start date. Acceptable proof includes an Ontario Ministry of Health COVID-19 vaccine receipt which you can obtain through the Provincial portal <https://covid19.ontariohealth.ca/>, or other government-issued vaccine passport or certification.

As described above, the requirement to be fully vaccinated is subject to the Ontario *Human Rights Code*. If the candidate is unable to receive the COVID-19 vaccine for a reason protected by the *Code*, requests for accommodation from the vaccine policy will be assessed on a case by case basis and will be subject to Halton CAS' accommodation process.

The Halton Children's Aid Society is an equal opportunity employer.

The Halton Children's Aid Society is committed to fostering an inclusive, accessible environment where all employees and members of the public are respected. We are dedicated to building a workforce that reflects the diversity of the communities we serve.

We thank all applicants for their interest in the Halton Children's Aid Society, we will only contact those selected for an interview. All interviewed candidates will be asked to provide a minimum of two supervisory references.

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 905-333-4441 ext. 0575. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.