

# Black/of African Descent Family Support Worker 1.0 FTE Permanent - Kinship

**The Agency** We are a Child Welfare and Child & Youth Mental Health agency committed to service excellence, teamwork and participation in decision-making. We respect and value diversity and operate from an anti-oppression framework. Located in the prime recreational area of Simcoe County and the District of Muskoka, we provide the opportunity to combine a career with a lifestyle of your choice.

Simcoe Muskoka Family Connexions (SMFC) strives to be a reflection of the diverse communities it serves. As a result, we encourage applications from traditionally underrepresented communities such as people living with a disability, racialized people, Indigenous peoples, people of different faiths and people from diverse gender, gender expression and 2SLGBTQ2SIA+ identities. If you are of the aforementioned identities, and feel comfortable making it known, please feel free to do so with the knowledge it will be kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer. Accommodation will be provided in accordance with the Ontario Human Rights Code throughout the recruitment process.

**The Job** We are recruiting for a Black/of African Descent Family Support Worker for the Kinship Team. The purpose of the position is to provide additional assistance to families by working to enhance family relationships & parenting practices, prevent the admission of children to care, assist families upon a child's return home or to a permanent situation, provide assistance during access and to support safety of children. The service will be provided through a culturally appropriate and mutually agreed upon plan that is task focused with education and/or evidence informed interventions in accordance with Agency policies and procedures, Ministry Regulations, Standards and Directives and relevant legislation. This is a Bargaining Unit position with CUPE Local 5319.

## Qualifications

- Post- Secondary education in the Human Service field – i.e. Child & Youth Worker, Social Services or Addictions/Mental Health Diploma.
- A thorough understanding and approach to practice that is anti-racist, anti-oppressive, intersectional, trauma-informed, healing-centered and that prioritizes cultural safety and responsiveness.
- A sound knowledge of colonialization and the impact of Child Welfare on Indigenous Peoples along with the challenges faced by equity-seeking groups.
- Demonstrated history of working in partnership with Black/African descent families and their communities.
- Lived experience as someone who identifies as Black/African descent.
- Experience working with at-risk children and their families.
- Training in the parenting interventions of Triple P, Therapeutic Access and other evidence-informed models of practice as required.
- Demonstrated ability to write clear, concise reports and able to meet deadlines and other administrative requirements.
- Sound knowledge of the agency's mandate, CYFA (Child, Youth & Family Services Act), agency policies and procedures and Ministry Standards and Guidelines.
- Sound knowledge of the impact and risk of social issues in child welfare and understanding of current relevant theories and best practices.

- A thorough knowledge of equity-based clinical skill requirements and interventions as well as applicable Ministry Standards and legislation.
- Sound knowledge of clinical theories and best practices that are equity centered.
- A sound understanding of sector commitments/initiatives towards the engagement of Black communities in all their intersecting identities (e.g. The Ontario Association of Children's Aid Societies One Vision, One Voice & 11 Race Equity Practices).
- Understanding and utilization of Society approved resources and knowledge of and ability to access community resources.
- Access to own vehicle, a valid Ontario driver's licence and insurance to transport clients.

**Compensation** The salary range is \$54,362 to \$67,073 commensurate with experience.

**Applications by:** December 9, 2021

**Internal Candidates :** [Login ADP>Myself>Talent>Career Center>Black FSW\(1121\)](#)

**External Candidates :** [Black FSW perm Kinship\(1121\)](#)

*We thank all applicants, however only those under consideration will be contacted.*

**Accommodation at Simcoe Muskoka Family Connexions**

*Our organization is an equal opportunity employer. We provide equal employment opportunities (EEO) and we welcome candidates from all abilities and backgrounds. 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 705.726.6587 x 2252. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.*