

In search of candidates who are Black/of African descent

Child Protection Workers

Permanent &/or Float 1.0 FTE positions

Locations: Orillia (5+), Midland (2),
Other branch offices in Simcoe & Muskoka

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-racist, anti-oppressive intersectional 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 Connections (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, minorized racialized people, Indigenous peoples, people of different faiths and people from diverse genders, gender expressions and sexual orientations. 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 and thereafter.

The Job

We are recruiting for Permanent &/or Float Child Protection Workers for a variety of our branch offices in Simcoe & Muskoka. The incumbent reports to the branch Service Manager and will have child protection caseload responsibilities. Primary duties include: investigating and assessing matters pertaining to children in need of protection; providing support services to clients; providing services to children in care; documentation responsibilities in accordance with the legislation and agency procedures; providing community outreach and prevention activities; and other duties as assigned by the Service Manager. This is a Bargaining Unit position with CUPE local 5319.

Qualifications

- A BSW or MSW degree is preferred. A degree in Social Sciences from an accredited University, in combination with several years of child welfare experience will also be considered.
- A thorough knowledge of child welfare case management, and the CYFSA.
- Demonstrated ability to assess and support people in risk-induced (or “risk-based”) situations.
- Excellent interpersonal, verbal and written communication skills.
- Strong time management skills and ability to work effectively under pressure.
- A thorough understanding of anti-racist, anti-oppressive principles and practices are important.
- An appreciation of and ability to work with a diverse community.
- Valid driver's licence and access to a vehicle is required.
- Bilingualism (French/English) is a highly desired asset.

Note: Our current Collective Agreement has provisions for the following: *Where an applicant from an **Ontario Child Welfare Organization** is successful in a job competition, service-based entitlements for wages and vacation shall be based on the length of their most recent period of continuous service. The foregoing does not apply to seniority-based entitlements.*

Compensation The salary range will be \$66,789 to \$84,484 commensurate with experience, with a generous benefits package, vacation and leave provisions.

Applications by: **December 15, 2021**

Please apply to: **Internal [Login WFN>Myself>Talent>Career Center>Black/African descent Float/CPW\(1221\)](#)**
External [Black/African descent Float/CPW\(1221\)](#)

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.