

Black African Caribbean Canadian (BACC) Child Protection Workers
(Working primarily with Service Recipients from our BACC Communities)

#WE-CAS-22-05

Multiple Possible Vacancies

Pay Band 16:

Authorized \$66,211- \$85,566/year

Unauthorized \$59,590 - \$77,010/year

33.75 hours/week

Windsor Office

The Windsor-Essex Children's Aid Society acknowledges the legacy of colonialization in child welfare which has led to the continued overrepresentation of Black, African and Caribbean children, youth and families receiving our services. This continues to mean that Black African Canadian Caribbean (BACC) children, youth and families are receiving services at rates disproportionate to other groups in our community and Province.

As we strive to place cultural humility at the center of our service delivery and provide more culturally relevant, inclusive and intersectional service to our community, we are adding these positions in the hope they will enhance and support the service delivery to our BACC community from those who have lived experience.

Summary of Position: Under the general supervision of a Supervisor, a Child Protection Worker delivers a wide range of Child Protection Services to at risk children, youth and their families. This position performs duties in accordance with prescribed regulations set out in the *Child, Youth, and Family Services Act* (CYFSA). Positions may include performing duties associated with initial services such as; intake referrals, conducting child abuse and protection investigations, and completing safety and risk assessments to determine the appropriate direction of services for children, youth and families. These positions may also be responsible for the ongoing case management which includes: completing assessments and developing service plans in collaboration with families. This may include kin and community services.

Qualifications: The successful candidate will be an individual of BACC descent with black-lived experience of the issues faced by the BACC Community, as well as possess a post-secondary education in Social Work, or equivalent degree.

Skills:

- Highly self-motivated with demonstrated proficiency in organizational skills;
- Proven ability to assess and develop service plans to resolve complex issues with children, youth and families;
- Sound knowledge to facilitate risk assessments and demonstrated ability to make recommendations which will determine the direction of service for children, youth and families;
- Ability to engage and build rapport quickly under difficult conditions;
- Demonstrated ability to monitor the implementation of services to service recipients and identify the needs for programs and services;
- Ability to maintain strong working relationships with service recipients under difficult circumstances.

All Applicants Must:

- Possess a Valid Class "G" driver's license, a clean driving record and use of a road worthy vehicle for business purposes; proof of appropriate vehicle insurance (\$1,000,000 Liability & "Business Use" coverage) is required.
- Have the ability to obtain an Agency approved Vulnerable Sector Check – clear of any convictions including pardoned offences.

WECAS is committed to equity and diversity in the delivery of services and our work environment. Through our journey of diversity allyship we encourage those from equity seeking groups including members of racialized groups (e.g. BACC), persons with disabilities and persons of diverse gender identities, gender expressions and sexual orientations to self-identify in confidence in their cover letter.

We invite qualified applicants to apply in confidence, by sending a PDF version of their combined cover letter and updated resume (as 1 attachment) to wecas.careers@wecas.org, referencing the competition number **#WE-CAS 22-05 – Child Protection Worker** in the subject line no later than **4:30 p.m. on February 4, 2022**. Individuals that do not have access to email may fax their cover letter and resume to the confidential fax number 519-971-0339.

WECAS is committed to a candidate selection process and work environment that is inclusive and barrier free. Candidates that may require accommodations throughout the recruitment and assessment process must advise us of the nature of the accommodation(s) to ensure your equal participation.