



The Children's Aid Society of Ottawa | La Société de l'aide à l'enfance d'Ottawa

## **Indigenous Services Team**

### **Inuit Focus Child Protection Worker**

#### **Permeant Full Time Position**

The Children's Aid Society of Ottawa (CASO) is committed to building a skilled workforce that reflects the population of Ottawa as well as the diverse communities we serve. This position has been identified as an opportunity under CASO's Equity Hiring Initiative (EHI) in accordance with S.14 of the Ontario Human Rights Code. As such, we are currently inviting qualified candidates who self-identify from one or more of the following under-represented groups to apply:

- Indigenous Persons

As such, only applicants who self-identify with one of the above under-represented groups will be considered. Click [here](#) for full details on CASO's Equity Hiring Initiative.

**The Children's Aid Society of Ottawa is committed to removing systemic barriers in support of moving towards more equitable hiring practices.** CASO takes pride in the fact that our workforce is comprised of a diverse group of employees and serve a diverse population of clients. We are committed to anti-racism and anti-oppression. Increasing representation is vital in order to provide the best possible service to the children, youth and families in our community. It is therefore important that we commit to providing a healthy work environment free of oppression for all staff. The Society recognizes the inherent dignity and worth of every employee and is committed to providing equal rights and opportunities without discrimination.

#### **The Position:**

The Child Protection Worker – Inuit Focus provides protection services to families and children within Ministry standards, established procedural guidelines, and time frames as provided by both the Child, Youth and Family Services Act and the Society's policies and procedures

The Child Protection Worker – Inuit Focus is responsible for supporting the delivery of anti-oppressive/anti-racist and equity informed services to CASO clients and promoting CASO's commitment to equity informed approaches to child welfare services provided to Indigenous children, youth and families in the Ottawa community.

The Child Protection Worker – Inuit Focus has traditional knowledge of Inuit ways of being and world views; and is accountable for bridging the mandates of the Society and the needs of the Inuit community in a traditional way.

The Child Protection Worker – Inuit Focus works co-operatively across departmental areas to ensure the best services are available for children, youth, and families and provides direct support to all aspects of the Society's work.

The Child Protection Worker- Inuit Focus works flexible hours to respond to and/or meet the clients needs and the Society's organizational requirements. The Child Protection Worker – Indigenous EDI Focus will carry a limited number of protection cases

#### **Qualifications:**

- BSW, MSW or equivalent is required.
- Experience working with families and children.
- Excellent oral and written communication skills.
- Knowledge of Inuit family structures and extended family networks
- Knowledge of Inuit culture and child rearing practices and customs and
- an understanding of how family dynamics work in Inuit families
- Understanding of the challenges for families relocating from Inuit Nunangat to Ottawa and the socio-economic issues and social determinants of health impacting Inuit in Ottawa
- Possession of a valid driver's license.

- Ability to apply equity, diversity, and inclusion (EDI) lens in decision making in relation to the case assessment process Demonstrated knowledge, skills and abilities to effectively work and engage with Inuit peoples.
- Familiarity with the Truth and Reconciliation report and recommendations.
- Demonstrated knowledge and respect of First Nations, Inuit and Métis culture, heritage and the historic relationship between child welfare and Indigenous peoples and the intergenerational impact of colonization.
- Demonstrated knowledge of the Truth and Reconciliation Commission of Canada Calls to Action, OACAS commitments, recommendations of the Missing & Murdered Indigenous Women & Girls Report and the CYFSA regulations with respect to Indigenous children in care to redress the legacy of residential schools and advance the process of reconciliation
- Demonstrated experience working with and advocating for equity seeking groups (racialized, Indigenous, 2SLGBTQIA+, etc)
- Experience in EDI related initiatives or other educational and personal qualifications combined with experience that constitutes adequate and suitable preparation for the position.
- A comprehensive understanding and knowledge of race and racism, anti-oppression, anti-indigenous, anti-racism, anti-ableist, anti-colonialism, anti-heterosexism, anti-cissexism and anti-discrimination and their negative impacts on targeted individuals and communities
- Superior verbal and written communication skills is required
- Inuktitut language skills will be considered an asset

**Salary:** Commensurate with training and/or experience: Level US05 \$63,684.00 – \$86,198.00

**Start Date:** ASAP

We offer a comprehensive benefits package and generous leave provisions such as 4 weeks of vacation after 6 months. All successful candidates will benefit from a comprehensive orientation, innovative training programs, quality supervision and recognition of contributions.

If you are interested in this job opportunity, please apply on-line on our website at [www.casott.on.ca](http://www.casott.on.ca) **before 11:59 p.m on Sunday, September 25, 2022**

*We thank all applicants for their interest in the Children's Aid Society of Ottawa however we will only contact those selected for an interview.*

*CASO is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code.*

*The Children's Aid Society of Ottawa is dedicated to building a workforce that reflects the diversity of the community in which we live in and serve. The Society encourages applications from all qualified individuals.*