



York Region
Children's Aid Society
Société d'aide à l'enfance
de la région de York

YORK REGION CHILDREN'S AID SOCIETY

**16915 Leslie Street
Newmarket, ON, L3Y 9A1**

POSTING #2022-61

September 20th, 2022

Applications are now invited for the position of:

CHILD PROTECTION WORKER- FAMILY SERVICES DEPARTMENT **18 Month Full-Time Contract**

York Region Children's Aid Society (YRCAS) is focused on promoting the best interests, protection and well-being of children and youth. We work with parents, family members and community organizations to promote and support families to keep children and youth safe. YRCAS will work with families to overcome barriers that interfere with children and youth being given the opportunity to meet their full potential. YRCAS acknowledges that systemic racism is one of those barriers. York Region Children's Aid Society is currently seeking skilled and committed individuals to join our team as Child Protection Workers.

Job Description

Child Protection Workers will work within the areas of Intake & Assessment and Family Services at any one time subject to the needs of the organization. The Child Protection Worker position may be asked to perform any of the following Intake and Assessment and Family Service responsibilities:

1. Screen calls, determine response, provide information, consultation, assessment, crisis intervention to sources of referral such as other professionals and liaises closely with other service providers in the community to ensure optimum delivery of services.
2. Utilize anti-oppressive, critical thinking and solution focused involvements to carry out interventions with families using the least disruptive course of action required to ensure child/youth safety.
3. Ensure immediate safety of children through a Safety plan that involves engagement and collaboration with family, community, community organizations evidenced by creative thinking to overcome challenges when necessary.
4. Carry out investigation and assessments related to cases of alleged physical, emotional and/or sexual abuse involving children including making determinations regarding risk, verification, and recommendations.
5. Conduct joint investigations with police and other governing bodies and agencies, as appropriate to ensure the safety of children.
6. Have awareness and competency in identifying and addressing bias, discrimination, and racism to disrupt systemic barriers that families, children, and youth are experiencing.
7. Develop a plan for risk reduction and intervention, based on Comprehensive Assessments and Plans of Service as outlined in the Risk Assessment Model.

8. Determine when children require admission to the care of the Society and, where necessary, remove children to ensure their immediate safety as a last resort.
9. Assess and make decisions related to reunification plans and implement such plans where appropriate.
10. Develop and maintain effective and therapeutic casework relationships with service recipients with the objective of supporting and promoting their ability to reduce risk of harm to children.
11. Provide referrals to appropriate internal and external resources in order to provide quality service to Society service recipients, with the objective of reducing risk of harm to children.
12. Prepare admission documentation and develop initial plans of care for children who have been admitted into the Society's care.
13. Assess requests for financial assistance for clients and arrange for such assistance if deemed justified and necessary.
14. Supervise therapeutic access visits between children and caregivers as required.
15. Ensure both internal and external record checks are completed via "Search Request" through the CPIN Support Team.
16. Determine intervention of Family Court involvement and prepare accurate legal documentation, provide testimony in Unified Family Court and Criminal Court, prepare clients for court, enforce court orders in order to protect children.

Job Requirements:

- Bachelor of Social Work Degree (BSW) or BSW equivalency
 - Master's Degree in Human Services related field, and a minimum of three (3) years relevant experience working with children and families
 - Bachelor's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families
- Authorized Workers with current Child Protection Worker experience preferred
- A class "G" driver's license and daily access to an insured vehicle required
- Understanding and/or practice in Intake & Assessment and Family Services
- Excellent working knowledge of the *Child, Youth and Family Services Act 2017*, Ministry standards and guidelines, YRCAS policies and procedures
- A high level of knowledge of diagnostic and treatment theories, methodologies and practices and ability to integrate theory and practice
- Analytical skills to identify and resolve problems, assess client needs, formulate recommendations, develop appropriate service contacts, and determine actions specific to the needs of the child and family
- Individual, marital and family therapy skills to provide a range of therapeutic services to children and families
- Decision-making skills to determine actions required ensuring protection of children
- Crisis intervention skills to determine the degree of risk to a child, defuse potentially hostile client situations and take appropriate action to reduce risk accordingly
- Ability to work independently and as part of a team, self-initiating where required
- Demonstrated interpersonal skills to liaise with community professionals and other YRCAS staff
- Bilingualism preferred

PAY GRADE 7 (\$66, 923.64 -\$87, 183.64)

HOURS OF WORK 33.75 Hours per Week

Candidates who meet the qualifications are welcome to apply and should do so in writing to human.resources@yorkcas.org no later than 11:59 p.m. on September 29th, 2022. Please quote job posting #2022-61 – Child Protection Worker-Family Services (18 Month Contract).

Employment at York Region Children's Aid Society is conditional upon the verification of credentials, a satisfactory vulnerable sector check, proof of COVID-19 vaccination (2 doses required), as per YRCAS Mandatory COVID-19 Immunization Policy.

We appreciate all applications received. All communications will be held in strict and professional confidence. Only those candidates selected for an interview will be contacted. We thank all applicants for their submissions. At the request of the candidate, post interview feedback will be provided verbally at the end of the recruitment process, at a mutually agreeable time.

Anti-Oppression/Anti-Racism at York Region Children's Aid Society

YRCAS is committed to having a workforce that is reflective of the diversity of York Region and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Diversity, Equity & Inclusion

York Region Children's Aid Society is committed to employment equity, diversity, and inclusion in the workplace, and fostering equity, diversity and inclusion in recruitment practices is a key aspect of the search process. The current posting is in search of candidates who identified from the following equity seeking groups; women, racialized persons/persons of colour, Indigenous Peoples, persons with disabilities, and persons of the 2SLGBTQ+ community. If you are of the aforementioned identities, and feel comfortable making it known, you may choose to self-identify as member of a designated group. Any information directly related to you is kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer.

Vaccination Policy

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 York Region Children's Aid Society 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 York Region Children's Aid Society accommodation process.

Accommodation at YRCAS

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 that may require accommodation during the selection process are encouraged to notify the Human Resources Department when contacted for an interview. 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.