

**York Region Children's Aid Society**  
16915 Leslie Street  
Newmarket, Ontario L3Y 9A1  
email: [human.resources@yorkcas.org](mailto:human.resources@yorkcas.org)

2022-66

November 17, 2022

Applications are now being accepted for the position of:

**CHILD PROTECTION WORKER – Intimate Partner & Family Violence Team**  
**(2) Vacancies**

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. This position will ensure that programs and services are provided in accordance with the Child, Youth and Family Services Act and other pertinent legislation, Ministry Standards and guidelines and Agency policies, directives and procedures. YRCAS is currently seeking skilled and committed individuals to join this specialized team as Child Protection Workers to assess the risks and strengths of families in the community and to support families in building their capacities to care for their children. As a member of the Intimate Partner & Family Violence team, the focus of this position will be to support families who are experiencing intimate partner and/or family violence while engaging and partnering with community agencies to enhance service delivery. Child Protection Workers on this team 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 & Assessment and Family Service responsibilities:

**NATURE OF POSITION:**

1. Will 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. Will utilize and demonstrate 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. Will ensure immediate safety of children through a safety plan that involves engagement and collaboration with family, community, community organizations.
4. Will carry out investigation and assessments related to cases of alleged intimate partner and family violence as well as physical, emotional and/or sexual abuse involving children including making determinations regarding risk, verification, and recommendations.
5. Will conduct joint investigations with police and other governing bodies and agencies, as appropriate and when necessary to ensure the safety of children/youth.
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. Will develop a plan for risk reduction and intervention, based on Comprehensive Assessments and Plans of Service as outlined in the Risk Assessment Model.
8. Will 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. Will assess and make decisions related to reunification plans and implement such plans where appropriate.
10. To 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. Will work with and make referrals to appropriate internal and external resources in order to provide quality service to children/youth & families with the objective of reducing risk of harm to children/youth
12. Will prepare admission documentation and develop initial plans of care for children who have been admitted into the Society's care.
13. Will assess requests for financial assistance for clients and arrange for such assistance if deemed justified and necessary.
14. Will supervise therapeutic access visits between children and caregivers as required.
15. To ensure both internal and external record checks are completed via "Search Request" through the CPIN Support Team.
16. To 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.

**REQUIRED KNOWLEDGE:**

- 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/or Family Services
- Excellent working knowledge of the Child, Youth and Family Services Act 2017, Ministry standards and guidelines, YRCAS policies and procedures
- Strong knowledge of Intimate Partner and Family Violence and the impact on children/youth
- Experience working with victims of Intimate Partner & Family Violence
- Strong knowledge of resources and services within York Region related to Intimate Partner & Family Violence
- Knowledge of Child Welfare Redesign
- 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
- 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
- Knowledge of DEI practices and principles including sensitivity to Black, Indigenous, racialized, gender and disability related issues and their intersections with other identities including socio-economic, religion, sexual orientation, age, marital status, family status, etc.
- Thorough understanding of and an ability to practice from a strengths based, anti-oppressive and culturally sensitive approach
- 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

**REQUIRED EDUCATION AND QUALIFICATIONS:**

- Bachelor of Social Work Degree, or
- BSW equivalency:
- Master's Degree in a 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.

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

**HOURS OF WORK:**        **33.75\* Hours per Week**

**\*Working hours may vary and applicants must be flexible to work outside of standard office hours.**

Candidates that meet the qualifications are welcome to apply for this position and should do so in writing to [human.resources@yorkcas.org](mailto:human.resources@yorkcas.org), no later than 11:59 p.m. on Monday November 28, 2022. Please quote job posting **#2022-66 Child Protection IPV**.

Work is performed in a hybrid work environment and is performed outside the typical office setting, however on occasion may be required to come to the office when activities cannot be performed remotely.

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 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.