

# Kinship Service Worker(s) 1 permanent (Barrie) with possible other temporary contract

**The Agency** We are a Child Welfare and Child & Youth Mental Health agency committed to service excellence, teamwork and participation in decision-making. 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 Connexions (SMFC) strives to reflect the diverse communities it serves. As a result, we encourage applications from traditionally underrepresented racialized and Indigenous communities along with candidates from 2SLGBTQ+ communities in all their intersecting identities.

If you are from an equity-seeking group or Indigenous community, 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.

**The Job** We will be using the results of this competition to first fill a permanent Kinship position in Barrie but will also use the same competition to fill any subsequent additional temporary positions that may arise as a result of this same competition. The incumbent(s) will report to the Kinship Manager and will carry a caseload anticipated to be within the areas of Simcoe County, however, assignments across Simcoe-Muskoka and outside the jurisdiction may occur.

The incumbent is responsible for: carrying an assessment and ongoing service caseload of kin homes for both in-care and out-of-care children, and ensuring that the appropriate file activity; face to face service and file documentation are completed in accordance with agency policies and procedures and Ministry licensing standards; reviewing both in and out-of-care referrals to the Kinship Program; conducting assessments of kin caregivers and recommending appropriate matches to the service team with case planning proposals regarding the type and level of support required to support the placement; Participate in an emergency on-call roster to assess the immediate placement in a kinship home as long as this is part of the service delivery model; dealing with requests from other agencies for placement of their children with kin residing within the Counties; preparing assessment and reports and statistics; and other duties as assigned by the Manager including acting as a contributing member of the team and its responsibilities and development including procedures, policies and Parent Resources for Information, Development and Education (PRIDE) training responsibilities. Some evening and weekend work required and travel within the agency's jurisdiction and outside the county may also be required. This is a CUPE Local 5319 Bargaining Unit position.

## Qualifications

- A Bachelor of Social Work or Master of Social Work 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.
- An understanding of Structured Analysis Family Evaluation (SAFE) and Parent Resources for Information, Development and Education (PRIDE).

- Knowledge of Kinship standards, Foster Care Standards, Adoption Standards and Ontario Looking After Children (ONLAC)
- Experience and understanding with Alternative Dispute Resolution (ADR) and Case Conferencing.
- Sound knowledge of the roles and responsibilities of Child Protection Worker's and Child in Care Worker's and court processes.
- Working knowledge of inter-agency Kinship partnership agreements.
- Effective interpersonal skills including the ability to work cooperatively and collaboratively with internal and external resources.
- Strong ability to assess caregiver capacity to provide care and meet safety and developmental needs of children/youth.
- Strong time management skills & ability to work effectively under the pressure of tight timelines, competing priorities and emergent issues.
- Bilingualism (English/French) is a highly desired asset.
- A valid driver's license and access to a vehicle required.
- Successful candidates will be expected to conduct SAFE Home Studies and PRIDE training and develop a thorough knowledge of Kinship Standards and a working knowledge of Foster & Adoption Standards as well as ONLAC.

**Compensation** The salary range is \$66,845 to \$84,894 commensurate with experience, with a generous benefits package, vacation and leave provisions as per our Collective Agreement.

**Applications by:** December 2, 2022

**Please apply to:** Internal Candidates: [Login ADP>Myself>Talent>Career Center> Kinship 1122](#)  
External Candidates: [Kinship 1122](#)

*We thank all applicants, however only those under consideration will be contacted.*

**Accommodations 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.*