



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

[November 29th, 2022]

[#2022-93]

Permanent Full-Time FIT Worker

The York Region Children's Aid Society (YRCAS) is a non-profit community organization legally mandated to protect children and youth from abuse and neglect. As a leader within the child welfare sector, we partner with parents, caregivers, and community to provide a safe environment for children and youth, through equitable, culturally aligned services.

Comprised of interdisciplinary teams of diverse professionals who push boundaries in support of family centered care, we engage with children and families for a stronger, healthier community within the York Region.

YRCAS is fully committed to a culture of belonging and an inclusive environment that encourages every team member to lead within their role, generate innovative ideas that reinforce our mission and goal to create a healthy workplace and community where children youth and families thrive.

To support us on our journey, YRCAS is looking for a Family Intervention Worker to support our Family Intervention Department.

Why Work for Us?

- ❖ Hybrid working model (working virtual and in person)
- ❖ Casual dress code
- ❖ Employer paid Group Insurance and Health & Dental Benefit
- ❖ Four (4) Weeks of Vacation accrued per calendar year
- ❖ Five (5) float days per calendar year
- ❖ One day off every five (5) weeks during Winter months
- ❖ Shortened Summer hours
- ❖ OMERS Pension, with employer and employee sharing premiums equally
- ❖ CAA Membership Reimbursement and Mileage Reimbursement
- ❖ Enhanced Wellness Initiatives Virtual Fitness Classes

NATURE OF POSITION:

- To collaborate with the Society's service team and family.
- To liaise with service providers (internal and external) and work in conjunction with the overall case plan as set out by the service team.
- To provide support in-home, in-office, and in the community.
- To assess the family's functioning, quality of interactions, and caregiver-child relationships.

Offices

Main Office:

16915 Leslie Street
(Kennedy Place)
Newmarket, ON
L3Y 9A1

Richmond Hill Office:

120 East Beaver Creek
Road, Suite 301
Richmond Hill, ON
L4B 4V1

Vaughan Office:

3901 Highway 7 West,
Suite 202
Woodbridge, ON
L4L 8L5

- To assess parenting skill/behaviour and how caregivers are able to understand and/or meet their child's needs.
- To develop recommendations to ensure family and child wellbeing, as well as strengthen relationships and parenting skill/behaviour.
- To engage in in-home visits and/or Therapeutic Access visits between caregivers and children.
- To provide intervention, through discussion, modeling, and instruction, in order to address the recommendations, mitigate risk, and build safety for the family and child.
- To provide assessment outcomes to the family and service team.
- To complete written assessments on a regular basis.
- To complete documentation of all communication in a fulsome and timely manner.
- To complete court documents, as required.
- To support the team towards program development goals, and participate in regular team meetings and case consults.

QUALIFICATIONS

Education and Experience

- A Child & Youth Worker Diploma from a recognized Community College, or other relevant educational qualification.
- At least two years' related experience is required.
- Bilingualism in French and/or other languages would be considered an asset.

Knowledge and Skills

- A working knowledge of the Child, Youth and Family Services Act, and other pertinent legislation, Ministry standards and guidelines, Society policies, directives and procedures and collective agreement.
- Knowledge of individual level, family system level and macro level theories, methodologies and practices and ability to integrate theory and practice.
- A strong knowledge of childhood development.
- A good working knowledge of community services within York Region and environs to assist in service provisions.
- Analytical skills to identify and resolve problems, assess needs and strengths, formulate recommendations, and determine actions specific to the needs of the child and family.
- Individual, marital and family therapy skills to provide a broad range of therapeutic services to meet the needs of families and children.
- Decision making skills to determine actions required, ensuring the protection of children.
- Crisis intervention skills to determine the degree of risk to a child, defuse potentially hostile situations, and take appropriate action to reduce risk accordingly.
- Excellent verbal and written communication skills to document information in a clear, concise, and accurate manner.
- Good organizational skills to prioritize tasks, be self-initiating, and work independently.
- Excellent interpersonal skills to liaise with community professionals and other Society staff.

PAY GRADE: 6 (Union) - [\$60,769.50 – \$82,428.02.]

**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 11.59pm on December 8th, 2022. **Please quote job posting #[2022-93 – PFT – Fit Worker]**

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.

Employment at York Region Children's Aid Society is conditional upon the verification of credentials, a satisfactory vulnerable sector check, a class "G" driver's license with daily access to an insured vehicle, and proof of COVID-19 vaccination (2 doses required), as per YRCAS' Mandatory COVID-19 policy.

York Region Children's Aid Society works in a hybrid virtual and on-site working environment.

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.

Children at the heart of all that we do!

