



CAREER OPPORTUNITY

Ongoing Child Protection Worker – Indigenous Services Team

Classification: Full Time Permanent

Salary Range: \$61,680.00 - \$83,707.00 per annum

Starting Date: As soon as possible

Application deadline: 11:59pm February 12, 2023; Applications will be reviewed on an ongoing basis

Application process: Apply through the Career section of our website: <https://hccas.ca/>

Guided by Catholic values and teachings; a fundamental belief in strengthening families; and under the mandate of the laws of Ontario, the mission of the Society is to protect and advocate for the wellbeing of children within the City of Hamilton.

We serve and offer bilingual (English/French) service to children, youth and families within the Hamilton community to protect their safety and well-being, strengthen families and nurture lifelong relationships.

We are currently hiring for an Ongoing Child Protection Worker– *Indigenous Services Team*. This position is predominantly responsible for ongoing files; other duties may include intake files based on department needs. This is a union position, reporting to the Supervisor, Indigenous Services Team.

Job Responsibilities:

- Responds to allegations of child maltreatment according to the Ontario Child Protection Standards.
- Adherence to the CYFSA and Society policies and procedures.
- Understands and works within the guidelines of protocols developed collaboratively with community partners.
- Documents in CPIN a record of all contacts, interventions, supervisor consultation as well as maintaining a record of all relevant reports and correspondence.
- Documentation meets evidentiary requirements for court for both child protection and criminal court proceedings.
- Consults with legal counsel in the preparation and presentation of evidence. Appears as a witness in court matters.
- Strength based approach to determine the strengths, needs, protective factors to develop safety plans and intervention strategies.
- Attends regular supervision and case conferences prepared to discuss cases and seek consultation.

- As a member of a team, provides mandated child protection services to families and children acting within established procedural guidelines and time frames and in accordance with the Child and Family Services Act, Ministry, agency and professional standards.
- Comply with Health and Safety Policies and the Ontario Health and Safety Act.
- Committed to anti-oppression values of justice, equity, respect of the beliefs and traditions of others.
- Committed to agency values of: success for children, youth & families, service excellence, integrity, human dignity & respect, communication & collaboration, compassion, shared accountability and our team.
- Performs other duties as assigned.

Additional Responsibilities:

- This position's predominant focus is working with Indigenous caregivers within the Hamilton community; assisting with families outside of the indigenous community may be required as needed.
- Establishes and maintains strong connection to Indigenous services to facilitate necessary and timely referrals for Indigenous service users.
- Demonstrate knowledge of culturally safe community services including the use of AADR and Indigenous Family Group Conferencing modalities.
- Strong understanding of the Truth and Reconciliation commitments of the Child Welfare Sector and centralizes these principles within case management/intervention strategies

Qualifications:

- BSW or a Bachelor of Arts/Community College with Clinical Behavioral Sciences (CBS) Certificate, Master of Art in Human Services, or Master of Social Work. The Agency will consider a combination of education and experience when reviewing applications.
- Knowledge of child development and familiarity with provincial child welfare legislation considered
- Effective written and oral communication skills; ability to manage competing demands and meet strict deadlines.
- Demonstrates a commitment to, and work ethic in leadership and role models behaviours that demonstrates the Mission and Vision of the Catholic Children's Aid Society.
- Knowledge and commitment to anti-oppressive/anti-racist philosophy and practice.
- Lived experience as member of an Indigenous community is preferred
- Experience working with and knowledge of issues facing Indigenous peoples of Canada
- Understanding of cultural attachment and permanency through an Indigenous lens
- Demonstrated clinical skills in the areas of Trauma and Attachment, Family Centered Practice, Signs of Safety and Anti-Oppressive Practice considered an asset.
- An understanding of the issues impacting Indigenous families within the urban environment.
- Understanding of Truth and Reconciliation Child Welfare Calls to Action, An Act Respecting First Nations Inuit and Metis Children Youth and Families and the calls for justice from the Missing and Murdered Indigenous Women and Girls Inquiry.

Additional Requirements for this Position:

- Computer literate with demonstrated proficiency in Microsoft office and proprietary child welfare systems and programs.

- Able to affirm and integrate in the delivery of services the Society values which reflect the Agency's Catholic faith, heritage, culture and traditions.
- Bilingual French/English is an asset.
- At the time of hire, documents required will include:
 - Police clearance
 - Provincial Child Protection Record Check
 - Valid Ontario Driver's license and acceptable drivers abstract.

The Catholic Children's Aid Society of Hamilton is committed to having a workforce that is reflective of the diversity of the city of Hamilton and strongly encourages applications from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Catholic Children's Aid Society of Hamilton is committed to ensuring a unbiased selection process that values equity, diversity and inclusion and reflects the Hamilton Catholic community that we serve.

In order to minimize interviewer bias we have incorporated the following into our selection process:

1. *We will have our interview panel score written assignments blind to eliminate bias*
2. *We will seek out recent examples on behavior-based questions during the interview process*
3. *We will review a candidate's lived experience during the interview and when assessing staffing needs*
4. *We provide accommodations in accordance with AODA and the Ontario Human Rights Code*
5. *We will hold your application in strict and professional confidence*

We are an equal opportunity employer and are committed to building on inclusive process that respects the dignity and independence of people with disabilities. If you require a disability related accommodation in order to participate in the recruitment process, please inform Human Resources at the time when you are invited for an interview.