

CHILD, YOUTH AND FAMILY WORKER (CYFW)

Major Responsibilities

- Have a clear understanding of the Children's Aid Society's child welfare mandate, the *Child, Youth and Family Services Act (CYFSA)* legislation and regulations that apply to the CYFW role, the Agency's strategic framework, Agency service policies and the Eligibility Spectrum (2021).
- Provide intensive support to children, youth and families/caregivers to improve family interaction, family functioning and promote reunification when children/youth are in out of home care or at risk of coming into care.
- Support, guide, and educate young parents in child development and guide developmental promotion.
- Work proactively with young parents during the period leading up to birth by identifying and mitigating potential needs and risks and providing pre-natal education.
- Work as part of a multi-disciplinary team to contribute to ongoing risk assessments for children, youth and families and safety plan accordingly.
- Provide case planning, case management and goal setting with children, youth and families, including and reflect this in timely contact logs and outcome plans.
- Assist in gathering identifying information about the family and their network, including any demographic information about children/youth, their families, and their social and family functioning, and make recommendations based on this information.
- Organize, facilitate and lead network and family meetings to build connections, safety plan, explore options and address concerns.
- Assist and support children, youth, and families in the development and strengthening of natural support networks to enhance immediate and long-term safety and stability.
- Refer, collaborate, and attend case conferences with other child/youth protection agencies and community partners/professionals as required.
- Assist youth in CCSY agreements to reach their full potential in education and their future by strengthening their life skills, sense of belonging and connections in preparation for their transition to adulthood.
- Assist youth in the creation of a budget, developing financial literacy skills and supporting financial independence.
- Collaborating on cases for court or other legal proceedings in consultation with the Agency's lawyer and the multi-disciplinary team. This may include preparing and presenting evidence and testifying in court.
- Attend training, workshops, group supervision and self-directed learning to develop skills and apply new learnings.
- Research and implement resource material on identified topics (i.e., anger management, self-esteem with caregivers, children/youth) and develop and/or facilitate groups.

- Deliver/facilitate the Triple P program to individuals/groups in our community.
- Assist with quality family visits between caregivers and their children/youth and facilitate reintegration/reunification planning with the multi-disciplinary team.
- Support and coach biological, kin, adoptive and foster families in developing positive parenting strategies to strengthen the family unit and relationships.
- Other duties as assigned to support children, youth and families.

Knowledge, Skills & Service Competencies

- Understands their privilege, recognizes their bias, and integrates the Agency's mission, commitments and declarations into their work.
- Commits to improve, develop, and implement Truth and Reconciliation, anti-oppression and anti-racism practices in our organization.
- Demonstrates cultural competency and sensitivity while working cross-culturally.
- Follows and implements Child Welfare legislation, standards, and Agency policies.
- Prioritizes competing demands and has good time management.
- Adapts to change and responds to changing circumstances and priorities in a professional manner.
- Demonstrates self-awareness, recognizes their strengths and weaknesses, and understands how their beliefs impact their work.
- Understands the importance of accountability in their work and seeks out directions or consults as needed.
- Implements feedback from supervision to improve their practice and clinical skills.
- Demonstrates the ability to support the distinct identities and cultures of Indigenous children and families we are involved with.
- Demonstrates skills in critical decision-making that are inclusive and collaborative.
- Understands the use of authority and uses it in an ethical and responsible manner.
- Understands the Agency's service delivery model and is able to implement this within their work.
- Demonstrates transparency, respect, fairness, empathy and compassion.
- Demonstrates effective communication and engagement skills.
- Welcomes the ideas, values, experiences and expertise of others and is committed and contributes positively to the team and the organization.
- Advocates for family members, youth and children in community and clinical meetings.
- Understands the importance of and has the ability to cultivate effective, trust-based relationships with community partners.
- Demonstrates appropriate strategies to resolve conflict and de-escalate crisis situations in a professional and respectful manner, develops strategies and provides follow-up.

Qualifications

- Community College Diploma, e.g., Child & Youth Care Worker, Social Service Worker, Early Childhood Education and/or Bachelor of Arts degree.
- Minimum of two years of direct service experience, e.g., residential/non-residential care, child welfare experience with youth.
- Possession of a valid driver's license and insured vehicle to use for work purposes.
- Preference will be given to those who identify as First Nations, Inuit and Métis; African-Canadian/Black heritage; or other racially marginalized persons, who have the skills and competencies and who meet the educational requirements or who have equivalent education and experience.
- The ability to communicate in both official languages will be a requirement for any position designated as French-essential under the *French Language Services Act*.
- As a requirement of employment, all applicants must have a Canadian Social Insurance Number.
- Proof of full Covid-19 vaccination.

Revised: January 18, 2023