



March 14, 2023

POSITION AVAILABLE

CURRENT SALARY

Family Service Worker
(Black/African Canadian Children, Youth and Families Services Team)

\$74,100 - \$89,919

We are currently recruiting 3 permanent full-time Family Service Workers. Start date will be determined in consultation with the immediate supervisor. The location of this position is Oshawa.

PROGRAM SUMMARY:

The team will provide services to Black/African Canadian and Black/bi-racial children, youth and families from an anti-Black racism/trauma informed lens, to address the over-representation of these families involved in the child welfare system.

This team is dedicated to provide culturally appropriate services to Black/African Canadian and Black/bi-racial children, youth and families receiving services from the Society. The goal is to enhance family relationships and parenting practices, prevent the admission of children to care, assist families upon a child's return home or to a permanent situation, provide assistance during access and to support safety of children.

The services will be provided through a culturally safe and mutually agreed upon plan that is task focused with education and/or evidence informed interventions in alignment with One Vision One Voice Practice Principles and in accordance with the Society's policies and procedures, Ministry regulations, standards, directives and relevant legislation.

POSITION SUMMARY:

This position is a blended role and provides service to families with children either living at home or in the care of the Society where these children may be or actually are in need of protection; developing and implementing treatment plans to ensure that service recipient's needs are being served and that children are being protected either while living at home or in conjunction with outside community resources as may be needed; working with, advising and supporting foster parents and the staff of other types of residential placements; and as required preparing for court and participating in pre-hearing preparations, appearing in court, meeting all related Ministry standards and regulations, and keeping all required records and documentation as per the mandate of the Child, Youth and Family Services Act and professional standards.

MINIMUM QUALIFICATIONS:

A B.S.W or equivalent as recognized by the Ontario Association of Professional Social Workers. 6 months experience in related field. A BA in a Social Science with 6 months full-time direct CAS experience or 2 years related experience working with families and/or children (e.g. court clinics, residential programs, probation). Proficiency in a second language an asset. A valid driver's license with access to a vehicle required. Plus, demonstrated skills and knowledge of:

- family engagement collaborative decision making and conflict resolution

- well-developed assessment skills including the ability to develop customized intervention plans to and respond to allegations of child maltreatment and meet the unique strengths and needs of children and their families
- in-depth understanding of the impact of separation and loss on children and families and an ability to assist children and families in coping with these issues; demonstrated skills in assessing safety and risk factors
- identifying child and family strengths and needs
- developing, implementing and monitoring service plans in collaboration with children, families and their support networks, and advocating for additional services where appropriate
- commitment to the development and practice of a culturally appropriate best practice service delivery model
- awareness and detailed understanding within a child welfare context of the cultural, historical, social and political issues facing African-Canadian community
- cultural competency and clinical practice within the Anti-Oppressive Diversity, Equity & Inclusion framework
- ability to work in collaboration with the local Black/African Canadian and Black/bi-racial community in Durham Region and continue to strengthen this relationship

The ideal candidate must have:

- lived experience as someone who identifies as Black/African Canadian or Black/bi-racial descent
- understanding of anti-Black racism, intersectionality, equity and the issues impacting the Black/African Canadian and Black/bi-racial community
- child welfare service delivery context and service provision to Black/African Canadian and Black/bi-racial children, youth, and families
- respect and understanding of the diversity of the Black/African Canadian and Black/bi-racial culture and traditions
- flexibility to provide responsive services which meet the unique needs of the Black/African Canadian and Black/bi-racial community

*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.*