



Job Posting #	1022
Title:	CWP03: Child Welfare Practice within the Legal Context Facilitator
Location:	Ontario

Overview:

The Ontario Association of Children’s Aid Societies (OACAS) has represented Ontario Children’s Aid Societies since 1912, providing service in the areas of government relations, communications, information management, education, and training to advocate for the protection and well-being of children.

Job Summary:

OACAS offers the Reimagined Child Welfare Pathway to Authorization (RCWP2A) training program for non-authorized, recently onboarded staff, who are employed in Children’s Aid Societies and Indigenous Child and Family Well-Being agencies in Ontario. An evaluation of the RCWP2A program highlighted the need for facilitator-led training related to legal child welfare content, within the program. In response to this, OACAS Learning is launching facilitator-led training to complement the eLearning modules for the CWP03 Child Welfare Practice within the Legal Context course.

This course was developed to help answer outstanding questions that learners may have after completing the eLearning and provide additional context. It provides a foundation for child welfare professionals to better understand the Child, Youth and Family Services Act (CYFSA) as the primary legislative framework governing child welfare practice in Ontario. Building off the eLearning, the purpose of the in-class training is also to help new child welfare professionals:

- Feel better equipped to carry cases that are court involved and to navigate the various steps, legal documents, court appearances, and court orders involved.
- Feel more confident to work effectively and collaboratively with legal professionals, other child welfare professionals, and children, young people and caregivers involved in the court process.
- Have a stronger understanding of what is required to move court matters to resolution and obtain final court orders through consent/settlement.

OACAS is seeking experienced **Child Welfare Professionals** and **Legal Counsel** to jointly deliver the one-day CWP03: Child Welfare Practice within the Legal Context in-class course. Facilitators are required to have training and facilitation experience, knowledge of *the Child, Youth and Family Services Act*, and other relevant legislation, and experience working in the area of equity and/or within an anti-oppressive and anti-racist framework.

Legal Counsel:

Facilitators are required to have expertise and knowledge in the facilitation and navigation of complex conversations related to legal proceedings. In particular, the applicants are required to have:

- A Bachelor of Laws or a Juris Doctor (JD) degree from a recognized university and a licensee entitled to practice law in the province of Ontario.
- Substantial experience as counsel for a Children's Aid Society or Indigenous Child and Family Well-Being agency.
- Excellent knowledge of the *Child, Youth and Family Services Act* and related legislation, focusing on the wellbeing and protection of children.
- Experience assisting and providing direction to child protection workers in all legal aspects of their cases, including case conferences, motions, and trials.
- A current familiarity with the diverse case law and statutes affecting child welfare service, as well as Ministry policy directives.
- Demonstrated experience navigating the child welfare and legal system while advancing least intrusive, safety-based, and equity-informed practices.
- Effective training skills for mentoring and training new workers, rooted in adult education principles, and centred on promoting learner engagement.
- Comfort using Zoom technology, and other virtual platforms (and its features) – or a willingness/commitment to learning.

Child Welfare Professionals:

Passionate professionals with child welfare experience and ability to discuss legal and court process within the child welfare system. In particular, the applicants are required to have:

- Post-secondary degree in Social Work, Adult Education, Social Science or related field or equivalent combination of education and relevant experience and a minimum of two years of related experience in a child protection role.
- Minimum three years of work experience as a child welfare professional, including experience navigating family and child protection legal matters.
- Excellent knowledge of legislations guiding child welfare service delivery in Ontario, including the *Child Youth and Family Services Act*.
- Demonstrated experience navigating the child welfare and legal system while advancing least intrusive, safety-based, and equity-informed practices.
- Excellent working knowledge of the child protection system in Ontario, as well as provincial government organizations, boards, and agencies relevant to children and youth in Ontario.
- Mentorship skills to help child welfare professionals navigate the child protection case management system and its intersections with other relevant legislations.
- Experience drafting court documents that are factual, clear, and purposeful and obtaining final orders/resolving court matters within reasonable timeframes.
- Proven ability to navigate the child protection case management system and its intersections with other relevant legislations (e.g. CLRA, Divorce Act, Criminal Code) while effectively working with other child welfare professionals, legal professionals, and children and families throughout the court process.

- Comfort using Zoom technology, and other virtual platforms (and its features) – or a willingness/commitment to learning.

Both Legal Counsel and Child Welfare Professionals are required to have:

- Proven knowledge, skills, and techniques to navigate the child protection case management system and its intersections with other relevant legislations.
- Advanced knowledge of child protection court process, strong understanding of the legal framework, equitable child welfare practices, principles, and procedures.
- Experience working with diverse stakeholders and working within an anti-racist and anti-oppressive framework to promote equity and inclusion.
- Strong group facilitation skills and the ability to facilitate difficult conversations.
- Excellent problem-solving skills and ability to adapt to varying audiences.
- Committed to the safety and well-being of children and the strengthening of families, while valuing diversity and promoting equity.

Duties and Responsibilities:

- Attend the Facilitator Orientation workshop as scheduled by OACAS.
- Deliver curriculum, virtually and/or in-person, to non-authorized staff, recently onboarded, and employed in child protection agencies in Ontario.
- Participate in ongoing facilitator development activities and programs offered by OACAS to stay current with curriculum updates and changes.
- Enhance learners' understanding by bringing forward an understanding of equity and inclusion, especially as it relates to equity-seeking groups that are facing issues of disproportionality and disparity in services.
- Promote an anti-oppressive and anti-racist approach to learning enhanced by an understanding of and an ability to critically examine the power imbalance inherent in organizational structures.
- Possible travel, overnight or otherwise, to deliver training to agency child welfare staff across Ontario.
- Follow the policies, procedures and expectations outlined in any materials provided by OACAS.

Successful candidates will be requested to train on an as-needed basis, and therefore may continue their current employment. Please note, training requests are occasional and may be infrequent.

APPLY ONLINE at:

https://workforcenow.adp.com/mascsr/default/mdf/recruitment/recruitment.html?cid=5504a194-52e8-4f07-ae3b-2acc61f702f0&ccid=19000101_000001&lang=en_CA **By Monday, April 24th, 2023.**

We thank all candidates for their interest; however only those considered for an interview will be contacted.

OACAS is committed to building a diverse workforce representative of the communities we serve. We encourage and are pleased to consider applications from all qualified candidates, without regard to race, citizenship, religion, sex, marital / family status, sexual orientation, gender identity, Indigenous identity, age or disability.

Accommodation at OACAS

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 are required to make any accommodation requests for the application, interview or selection process known in advance by contacting the Human Resources Department at 416 987-7725. Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the interview or selection process which will enable you to be assessed in a fair and equitable manner.