



Halton Children's Aid Society JOB POSTING # 10-23

Community Child Protection Worker

POSITION TYPE:	Two (2) Regular, Full Time Positions
EMPLOYEE GROUP:	CUPE Local 2501 Band 6
SALARY RANGE:	\$60,349.12 - \$ 87,463.37
DEPARTMENT:	Community Protection Services
REPORTS TO:	Community Protection Services Supervisor
POSTING DATE:	May 26, 2023
POSTING DEADLINE:	Applicants should create an account and apply at https://myavanti.ca/careersathaltoncas by June 9, 2023 at 4:30pm.

Community Child Protection Workers provide professional protection and community services. They act as resources to families, school personnel, and other social service agencies within the assigned Halton catchment area. Service focuses on assessing safety and reducing risk to children in need of protection and responding to the differential needs of families. This includes child protection services from the point of referral to case closure and the coordination of services with other service providers; as well as activities that enhance the understanding of CAS services based upon the population and culture of the surrounding community.

Main duties and responsibilities include, but are not limited to:

- Provide investigation and management of a child protection caseload.
- Provide a professional response to social problems, family concerns and mental health issues.
- Work to increase the capacity of the community to create a holistic system of support and services within assigned catchment area.
- In consultation with a Supervisor and Solicitor, initiate Legal Proceedings under the *Child and Family Services Act*.
- Place children in alternative care when necessary.
- Provide services according to professional standards towards the best interests of children, families, and the Agency.
- Performs other duties as assigned which are directly related to the major responsibilities of the position.
- Works in accordance with the provisions of applicable Health and Safety legislation and all Halton Children's Aid Society policies and procedures related to *Occupational Health and Safety*.

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Knowledge, Education, Experience, Skills and Attributes

Qualifications

- MSW, BSW (preferred), or one of the following alternative degrees with the specified years of experience:
 - Master's Degree in a human services discipline and a minimum of three (3) years satisfactory experience working with children and families.
 - Bachelor's Degree in a human services discipline and a minimum of three (3) years satisfactory experience working with children and families.
- Previous child welfare experience considered a strong asset.

General Skills and Attributes

- Superior and effective communication and time management skills.
- Knowledge of normal growth and development of children and common deviations.
- Ability to deal with difficult situations and utilize crisis intervention skills.
- Negotiation and conflict resolution skills.
- Ability to work cooperatively with other agencies, professionals and colleagues.
- Demonstrated ability to communicate verbally and to write clear, concise reports.
- Ability to prioritize workload within competing demands and deadlines.
- Strong attention to detail.
- Valid Ontario Drivers License and a vehicle available for work purposes.
- Actively upholds the principles identified in the Society's Code of Conduct.
- Passion and commitment to an inclusive workplace; respecting and valuing the diversity of every individual.

Equity, Diversity and Inclusion

- Responsive to the knowledge and understanding of the culture, history and current oppressions experienced by marginalized communities and communities that are overrepresented in the child welfare system, including Indigenous, racialized and the 2SLGBTQ+ communities.
- Fosters an inclusive and accessible environment where all employees, service recipients and volunteers are respected.
- Strong knowledge, understanding and experience working within an equity and anti-oppressive, anti-racism practice framework, including knowledge of the 11 One Vision One Voice Race Equity practices and the Truth and Reconciliation Calls to Action.
- Ensures ethnic, spiritual, linguistic, familial, and cultural differences are respected.

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- Acts in accordance with and incorporates the Society's Code of Conduct, Confidentiality, Equal Opportunity and Anti-Discrimination, Harassment & Discrimination policies, etc.

Halton CAS has a vaccination policy and procedure in place. As a condition of employment, new employees are required to be vaccinated for COVID-19 unless they have a valid reason not to be vaccinated based on a protected ground under the Ontario *Human Rights Code*.

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 Halton CAS 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 Halton CAS' accommodation process.

The Halton Children's Aid Society is an equal opportunity employer.

The Halton Children's Aid Society is committed to fostering an inclusive, accessible environment where all employees and members of the public are respected. We are dedicated to building a workforce that reflects the diversity of the communities we serve.

We thank all applicants for their interest in the Halton Children's Aid Society, we will only contact those selected for an interview. All interviewed candidates will be asked to provide a minimum of two supervisory references.

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 need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 905-333-4441 ext. 0575. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.