



Competition #10-24

CHILD PROTECTION WORKER

Major Job Responsibilities

- Have a clear understanding of the Children's Aid Society's child welfare mandate, the CYFSA legislation and regulations, the agencies strategic framework, the eligibility spectrum (2021) child protection standards (2016)
- Provide collaborative and respectful assessment of risk for children and youth in protection and non-protection services
- Provide case planning, support, and case management with families in consultation with supervisor
- Assess the need for a child/youth to come into care on a planned or unplanned basis, including the use of culturally appropriate strategies like customary care when applicable
- Gather relevant identifying demographic information about children/youth, their families, and their social and family functioning, and make recommendations based on this information
- Work autonomously or in a multi-disciplinary team to provide ongoing risk assessment, analysis, judgement and support to children/youth and families
- Continuously assess child/youth safety and assist families in developing agency led safety planning
- Refer, collaborate, and attend case conferences with other child/youth protection agencies and community partners/professionals as required
- When children cannot remain with their families, assess alternative placements within ministry guidelines and support families in placement decisions
- Support children and youth who are residing outside of the family home and provide support to alternate caregivers
- Prepare cases for court or legal proceedings in consultation with the Society lawyer
- and present evidence and testify in court where necessary
- Maintain documentation in accordance with Ministry standards, agency policies and procedures
- Develop skills and knowledge by attending trainings, workshops, individual and group supervisions

Knowledge and Skills & 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.
- Assesses risk and determines appropriate next steps.
- 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

- MSW or BSW preferred, minimum of a BA in a related field
- Minimum of two years of direct service experience

- 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 meet the educational requirements, skills and competencies 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.

Salary

- Salary range \$65,348 - \$88,486, commensurate with education and experience

Employment Equity

CAS SDG values building a workforce that is reflective of the diversity in our community and strongly encourages applications from all qualified individuals, especially those who can provide perspectives and contribute to a further diversification of ideas. Please indicate in the application process should you identify as First Nations, Inuit and Métis; African-Canadian/Black heritage; or if you are a member of another racialized or otherwise marginalized group.

AODA

We comply with the AODA (Accessibility for Ontarians with Disabilities Act). If you require accommodation at any time throughout the application process, or if this information is required in an accessible format, please contact us.

We thank all interested applicants; however, only qualified applicants will be contacted for an interview.