

Internal/External Job Posting

Job Information

Job Title	Integrated Child & Youth Worker
Location	Smiths Falls
Reports to	Service Manager
Term	Full-time, Temporary Assignment (Vacancy)
Estimated Start Date	As soon as possible
Estimated End Date	12-month temporary assignment
Evaluation Salary Band	Band 8 (\$74,309 - \$88,785)
Type of Position	<input type="checkbox"/> Full Time <input type="checkbox"/> Part Time <input checked="" type="checkbox"/> Other: Temporary assignment
Posting Date: May 9, 2025	Closing Date: May 16, 2025, at 4:30pm

All interested applicants should forward a current resume and covering letter to HR at: hr@fcsllg.ca quoting competition; COMP 2025 - 08.

Job Summary

The Integrated Child & Youth worker is responsible for the delivery of services to children and youth in care including youth with VYSA and CCSY status. This involves responsibility for the ongoing support and evaluation of the homes providing family based care. The Integrated Child & Youth Worker reports to the Service Manager.

Family and Children's Services of Lanark, Leeds and Grenville 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, colour, citizenship, religion, sex, marital/family status, sexual orientation, gender identity, aboriginal status, age, or disability.

Family and Children's Services of Lanark, Leeds and Grenville is committed to providing a barrier free workplace. Accommodations are available upon request for candidates taking part in all aspects of the selection process.

Key Tasks and Responsibilities

Functional Duties

- Partner to build a caring, committed and inclusive workplace
- Support the organizational goals and objectives related to Equity, Diversity, and Inclusivity
- Understand and act in accordance with all corporation policies, procedures, programs, practices, guidelines, and work routines including but not limited to:
 - Working with children and families in a goal-directed manner, which may include assessment of service needs and the coordination of service delivery
 - Developing and facilitating appropriate planning for children and youth in care including youth with VYSA and CCSY status
 - Ongoing support, development and training of foster homes
 - The completion of all assigned family court intervention
 - The completion of formal case documentation including the maintenance of contemporaneous case notes

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- Be aware of roles and responsibilities under the Ontario Occupational Health and Safety Act, Regulations, and the corporation's health and safety policies and performs duties in a manner that ensures safety at all times
- Participate in regular supervision with the team manager to aid in clinical decision making, identifying child protection risks, and completing safety plans
- Identify in consultation with the manager risks which may have implications for the corporation, including serious occurrences and complaints
- Meet accountabilities as identified by the corporation and achieve continuous quality improvement in all activities
- Participate in team meetings, staff meetings, training sessions
- Act as a liaison with community and provincial organizations as required
- Provide assistance and back up coverage to other CIC workers as assigned
- Undertake all other assigned duties as required

Relationship Duties

- Demonstrate behaviours, actions and attitudes that are consistent with FCSLLG's vision, mission and values
- Develop and foster respectful and accountable working relationships with key stakeholders, internal and external to the FCSLLG
- Active participation and engagement in continuous learning activities
- Professional standards of communications with all internal and external contacts
- Work collaboratively with all members of the Recruitment and Assessment team and Integrated Protection team to provide optimal service to the children, youth and families in our community.

Team Building/Interpersonal Duties

- Demonstrate professional, respectful, collaborative working relationships
- Active participation and engagement in continuous learning activities
- Professional, respectful, collaborative working relationships which promote equity, diversity and inclusivity, among all internal and external stakeholders

Core Competencies

Background/Education/Experience

- Education: Bachelor's Degree in Social Work, or Masters Degree in Social Work
- Minimum 2 years experience working with families and children, preferably in child welfare
- Satisfactory Police Records Check and Vulnerable Sector Screening
- Valid Driver's License, and access to a reliable motor vehicle with business use automobile insurance and, where appropriate, the OPCF 6A rider ("Permission to Carry Passenger")

Skills and Attributes

- Ability to identify systemic barriers to equity and anti-oppressive practices and apply this lens to your work
- Knowledge, experience, and understanding of the culture, history and current oppressions experienced by marginalized groups
- Knowledge of First Nations, Inuit and Métis history, people and communities and a demonstrated ability to engage with the communities
- Strong understanding of First Nations, Inuit and Métis culture, heritage and traditions, and a commitment to developing the highest quality culturally appropriate service possible for the First Nations, Inuit and Métis families that we serve
- Ability to understand and apply anti-colonial, anti-racist, anti-ableist, anti-cisgenderist, anti-ageist, anti-classist, anti-heterosexist lenses to social problems
- Understanding of the CYFSA, Signs of Safety, Anti-Oppressive Practice and Strength-Based approach
- Knowledge of child protection and assigned functional skills, including Child, Youth and Family Services Act, Ministry of Child, Community and Social Services standards and directives and all related legislation relevant to the scope of the assigned functional requirement for this position

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- Ability to complete duties in alignment with the corporation's mission, vision, core values, and beliefs
- Understanding of and an ability to work in an environment of change and acceptance of the challenges inherent in an environment of change
- Ability to collaborate and maintain positive partnerships with all relevant key stakeholders aimed at building strong, sustainable relationships and supporting constructive and creating problem resolution
- Demonstrated strong written and oral communication skills
- Computer aptitude and proficiency
- Demonstrated analytical skills, with attention to detail
- Demonstrated organizational and time management skills with the ability to meet tight deadlines
- Ability to work independently with a high level of initiative and self-direction
- Ability to maintain a high standard of privacy and confidentiality in the performance of duties
- Ability to meet performance and financial objectives

Efforts and Working Conditions

- Work is performed at a desk in a normal office environment as well as out of the office meetings with children, families and other professionals
- Long periods of sitting and computer/phone use
- Multi-task within a fast-paced, high-volume and demanding environment
- Required to listen to and reconcile multiple points of view being discussed/presented
- Frequent interruptions often dealing with critical issues
- Frequent travel including travel within the FCSLLG region with occasional travel to satellite offices and out of jurisdiction
- May be exposed to potentially hazardous environments including volatile situations, clients' homes, driving conditions and risks associated with an office environment
- Occasional work outside of regular office hours and/or flexible hours
- Occasional lifting of children or heavy objects may be required