FAMILY AND CHILDREN'S SERVICES of Lanark, Leeds and Grenville

Together for Our Kids

EXTERNAL JOB POSTING

6.16Job Information	
Job Title	Child Protection Support Worker (CPSW)
Location	Brockville and/or Smiths Falls
Reports to	Service Manager
Term	Casual, Contract (hours as needed - up to 21 hrs. per week)
Regular daytime, weekend and evening work will be required of the CPSW	
Estimated Start Date	As soon as possible - Up to 6-month contract
Evaluation Salary Band	**Band 4 ($36.1615 to $43.0495 per hr.)**
Type of Position	☐**Full Time** ☐**Part Time** ☒**Other: Casual/Contract**

All interested applicants should forward a current resume and covering letter to HR at: hr@fcsllg.ca

We thank all applicants for their interest in this position, however, only those selected for an interview will be contacted.

Job Summary

The Child Protection Support Worker is responsible to provide short-term support services in alignment with the vision, mission and values and overall strategic direction of FCSLLG. The Child Protection Support Worker reports to the Service Manager. **Regular daytime, weekend and evening work will be required of the CPSW**.

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:
    - Performing tasks assigned by the supervisor with children, families and other corporate resources in a goal-directed manner
    - The completion of all assigned family court interventions
    - The completion of formal case documentation including the maintenance of contemporaneous case notes
- 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 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
- Demonstrate effective and professional behaviour that will create an environment to achieve organizational outcomes
- Demonstrate abilities to work within a constantly changing environment

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: College Diploma – Child and Youth Worker or Human/Health/Social Services
- 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 Children, Community and Social Services standards and directives and all related legislation relevant to the scope of the assigned functional requirement for this position
- 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 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

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 within the FCSLLG region including occasional travel to satellite offices
- Occasional travel outside the FCSLLG region
- 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