



The Children's Aid Society
La Société d'aide à l'enfance
Sudbury & Manitoulin

JOB POSTING
BARGAINING UNIT VACANCY

Classification	Dept/Division/Location	Perm/Temp	FTE
Child Protection Worker – Bilingual Preferred	Service	Permanent	1

Salary Range (Authorized): \$68,285 - \$90,048 annually
Salary Range (Unauthorized): \$60,563 - \$64,231 annually

JOB FUNCTION

Under the supervision of the Service Supervisor, the incumbent is responsible for providing comprehensive Child Welfare services to children, youth and families, ensuring their immediate and ongoing safety. This position will be specific to the North Shore and Manitoulin Island area.

QUALIFICATIONS

EDUCATION

- Bachelor of Social Work degree (BSW) preferred.
- Degree in the field of Human Services/Studies required.
- Applicants with a Diploma in the field of Social Work may be considered should they commit to furthering their education and obtaining one of the Degrees listed above.

EXPERIENCE

- Minimum two (2) years of relevant experience working in child protection and delivering child protection services is required for candidates who possess a degree.
- Minimum of five (5) years of relevant experience working in Child Welfare or Social Work is required for candidates who possess a diploma.

DUTIES & RESPONSIBILITIES

1. Complete all documentation required within Ministry standards.
 - Document all contacts in contact logs.
 - Complete and/or update recording documents.
 - Ensure service files are current and contain all pertinent information.
2. Practice in an evidence-informed manner.
 - Participate in professional development activities, training, and education and integrate new clinical knowledge and skills into practice.

- Participate in team/function and staff meetings.
3. Receive, document, and investigate referrals regarding concerns about child maltreatment.
 4. Perform all other related duties as required.

REQUIREMENTS

- Ability and willingness to deliver agency services in the surrounding areas of the North Shore and Manitoulin Island.
- Knowledge of relevant legislation, regulations, and Ministry standards (e.g., the Child, Youth and Family Services Act).
- Demonstrated advanced verbal and written communication skills in English, including the ability to develop concise and thorough reports is required.
- Demonstrated advanced verbal and written communication skills in French is considered an asset.
- Good understanding of the agency's values, service philosophy and objectives.
- Demonstrated knowledge of Intersectionality, cultural competency, and clinical practice within an anti-oppression framework.
- Clinical knowledge of child maltreatment, child development, attachment and separation, and family dynamics.
- Demonstrated clinical and counseling skills to provide assessment, engagement and support services to children, youth, families, and alternate care providers.
- Demonstrated understanding of, and commitment to, integrating the principles of equity, justice, non-discrimination and accessibility into practice, service delivery and team relationships.
- Demonstrated ability to work with a vulnerable population which includes working with clients who are dealing with mental health, addiction, and poverty issues.
- Knowledge of evidence informed practice.
- Knowledge of adult learning principles.
- Familiarity with community resources.
- Demonstrated cultural competencies in service delivery.
- Demonstrated ability to work effectively both independently and within a team.
- Demonstrated problem solving, planning, priority-setting, and conflict resolution skills.
- Demonstrated interpersonal and collaboration skills to coordinate effectively with a broad variety of community resources and stakeholders.
- Demonstrated ability to work in a fast-paced work environment and to deal with stressful situations.
- Ability to maintain the appropriate safeguards for the Privacy and Confidentiality of Agency and client information.
- Extensive knowledge and proficient competence of computer software (e.g., Microsoft Office (Excel, Word), CPIN, Outlook).
- Possess and maintain a valid Class "G" Driver's License and personal insurance coverage with access to a reliable vehicle.
- Provide a negative Vulnerable Sector Check.

Interested applicants must submit an updated resume directly to:

Human Resources
hr.recruitment@casdsm.on.ca