

Children's Service Worker

Reporting to: Supervisor, Children's Service

Type of Posting: To fill a new vacancy

Classification: Full Time Permanent, Union

Salary Range: Band 12: \$65,298 – 88,617 per annum

Starting Date: As soon as possible

Application deadline: 11:59pm Sunday May 3, 2026

Application Procedure: Please apply through the Career portal section of our website:
<https://hccas.ca>

MISSION

Guided by Catholic values and teachings, we serve and offer bilingual (English/French) service to children, youth and families within the Hamilton community to protect their safety and well-being, strengthen families and nurture lifelong relationships.

The Catholic Children's Aid Society of Hamilton is committed to having a workforce that is reflective of the diversity of the city of Hamilton and strongly encourages applications from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Qualified candidates must have the skills and knowledge needed to work with an increasingly diverse population as well as knowledge of inequities, how they are perpetuated, and the skills to address them, specific to the requirements of the job.

We are currently hiring a *Children's Service Worker* to join our team in Children's Services on a full-time permanent basis

DUTIES:

- As a member of a team, provide mandated child protection services to children in the care of the Society. Ensures all services are carried out in accordance with the Child, Youth and Family Services Act, Ministry of Children, Community and Social Services (Ministry), licensing requirements as per Quality Standard Framework regulations and accreditation standards and agency policies.
- To provide direct service to children in care, with a focus on reunification with birth family, kinship planning, adoption planning and independence.

- Works in collaboration with the child's circle of care, including, the child's family, cultural and community supports, medical professionals and other practitioners to best meet the needs of the child.
- Understands and works within the guidelines of protocols developed collaboratively with community partners.
- Provides an ongoing assessment of the child's needs and to develop an appropriate Plan of Care based on these needs
- Documents in CPIN a record of all contacts, interventions, supervisor consultation as well as maintaining a record of all relevant reports and correspondence
- Strength based approach to determine the strengths, needs, protective factors to develop safety plans and intervention strategies
- Knowledge of community services and demonstrated ability to advocate and access community for children and families
- Attends regular supervision and case conferences prepared to discuss cases and seek consultation

Job Description Available

QUALIFICATIONS/SKILLS

- MSW or BSW is preferred; The Agency will consider a combination of education and experience when reviewing applications.
- The role is limited to Indigenous candidates with lived experience.
- 1-3 years of experience in a child welfare agency is desired; preference will be given to those that are an authorized Child Protection Worker
- Experience in delivering frontline social service programs working with the Indigenous community
- Knowledge and commitment to anti-oppressive/anti-racist philosophy and advancing equity within child welfare
- Demonstrated experience and skills working with diverse ethnic and racial communities. Demonstrated capacity and ability in the following areas:
 - Clinical skills working with children and youth with understanding of Child Development, Grief and Loss, Trauma and Attachment, Family Finding, Family Centered Practice, and effectively engaging Support Networks
 - Forensic and clinical interviewing, reasoning, and assessment skills
 - Clinical skills dealing with grief, loss and attachment issues
 - Work effectively and strategically in a multi-disciplinary team
 - Superior communication and presentation skills
 - Ability to work independently
 - Ability to liaise and bridge services
 - Excellent crisis intervention skills
 - Demonstrated ability to work effectively with children, foster parent, birth parents, and kinship providers.

Additional Requirements for this Position:

- Computer literate with demonstrated proficiency in Microsoft office and proprietary child welfare systems and programs.
- Demonstrates a commitment to, and work ethic in leadership and role models behaviours that demonstrates the Mission and Vision of the Catholic Children's Aid Society.
- Able to affirm and integrate in the delivery of services the Society values which reflect the Agency's Catholic faith, heritage, culture and traditions.
- Bilingual French/English is an asset.
- At the time of hire, documents required will include:
 - As per Bill 188, Vulnerable Sector Police clearance
 - Provincial Child Protection Record Check
 - Valid Ontario Driver's license and acceptable drivers abstract.

The Agency is inviting applications from qualified individuals who self-identify as being part of one or more of the under-represented equity groups. During the online applications process, applicants will have the opportunity to complete the online questionnaire to indicate if they self-identify as being part of an equity seeking group. Answering the questionnaire is voluntary. If the questionnaire is not completed by an applicant, they will not be considered as being from an equity seeking group.

Catholic Children's Aid Society of Hamilton is committed to ensuring a unbiased selection process that values equity, diversity and inclusion and reflects the Hamilton Catholic community that we serve.

In order to minimize interviewer bias we have incorporated the following into our selection process:

1. *We will have our interview panel score written assignments blind to eliminate bias*
2. *We will seek out recent examples on behavior-based questions during the interview process*
3. *We will review a candidate's lived experience during the interview and when assessing staffing needs*
4. *We provide accommodations in accordance with AODA and the Ontario Human Rights Code*
5. *We will hold your application in strict and professional confidence*

We are an equal opportunity employer and are committed to building on inclusive process that respects the dignity and independence of people with disabilities. If you require a disability related accommodation in order to participate in the recruitment process, please inform Human Resources at the time when you are invited for an interview.