



CHILD PROTECTION SUPERVISOR OGD-026-014
OGWADENI:DEO
PERMANENT FULL TIME

Applications will be received by Ogwa:de: up to 4:00 pm on **October 28, 2026**, for the **Child Protection Supervisor** position with Ogwa:de:. The Job Posting and Job Description are also available for printing from the www.greatsn.com website.

Ogwa:de: offers:

- ✓ **100% employer Paid Extended Health & Dental Benefits** with **Greenshield** as our provider our plan includes:
- ✓ Extended Health **single and family coverage**
- ✓ **Life and Dependent** life Insurance
- ✓ **\$ 1,500.00 Annual Health Care Spending Account**
- ✓ **100% paid Employer Long Term Disability** with Desjardins as our provider
- ✓ **Vacation plans starting at four (4) weeks**, with recognition of years of service from previous Child Welfare experience
- ✓ **Fourteen (14)** additional designated paid days (Statutory included)
- ✓ Industry leading wages with recognition of previous position experience for wage grid placement
- ✓ OMERS Defined Benefit Pension Plan

The Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through Ogwa:de: website [Careers – Ogwa:de:](#)

- ✓ **NO LATE APPLICATIONS ACCEPTED**
- ✓ **Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.**
- ✓ **We thank all applicants for your interest, however, only those applicants receiving interviews will be contacted**

JOB SUMMARY:

The Child Protection Supervisor is responsible for assigning, coordinating, supervising, monitoring and evaluation of a team engaged in the several processes of developing and supporting families, the identification and monitoring/ evaluation of resources, the direct supervision of staff and for the performance of other related duties as determined by the management team.

The Supervisor reports to and works under the direction of the Director of Services and adheres to the guiding values of the Code of Practice.

Type	FULL TIME
Closing Date	October 28, 2026
Term:	Permanent
Hours of Work	35 hours per week
Wage	\$ 87,000 to \$119,250 per annum



BASIC QUALIFICATIONS:

- **Must have a BSW from a recognized school of Social Work; or an undergraduate degree in another Social Science field**
- **Willing to work towards a Masters of Social Work.**
- **3 – 5 years' direct experience in a Social Services Agency**
- **Must possess a valid Ontario class "G" driver's license**
- **Must submit a favorable criminal reference check and vulnerable sector screening**
- **Must be willing to work flexible hours**
- **Will be Ogweho:weh in preference to other applicant**
- **Must pass a criminal reference check**
- **Will be First Nations in preference to other applicants.**

SUBMISSION PROCEDURE: (Choose one method ONLY):

Method # 1: OGWADENI:DEO IN PERSON DROP OFF – Applications must include all of the following:

1. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
2. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
3. Photocopy of your education diploma/degree/certificate and transcript.
4. Place all documents listed above in a sealed envelope and mail to or drop off at:

**CHILD PROTECTION SUPERVISOR
OGWADENI:DEO
PERMANENT FULL TIME
ATTN: David Walpole
2469 Fourth Line
Ohsweken, Ontario N0A 1M0
Business Hours Monday to Friday 8:30 am to 4:00 pm**

Method #2: EMAIL SUBMISSION

1. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
2. Please email application package careers@ogwadenideotco.org
 - a. Please ensure the job title and posting number is in the subject line.
3. If you have any questions or need assistance please reach out to David Walpole, Human Resources Manager Projects Officer, Human Resources at 519-445-1834 ext. 4554 or via email at careers@ogwadenideotco.org.

Method #3: Online

1. Please visit: [Careers – Ogwaseni:deo](https://careers-ogwadeni-deo.com) to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which includes:

Insert Finalized Date



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1. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
2. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
3. Copy of your education diploma/degree/certificate and transcript.

If you have any questions or need assistance, please reach out to Ogwadeni:deco Human Resources at 519-445-1864 or via email at careers@ogwadenideotco.org

Title of Immediate Supervisor:	Director of Services	Team:	
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Mission

We are dedicated to assume our responsibilities for taking care of children in partnership with the community:

- **By strengthening families through healing at home and in the community,**
- **By practicing client centered approaches,**
- **By honouring the family of origin,**
- **By valuing, upholding and bringing forward Ogwehon:we/Haudenosaunee/Indigenous knowledge as foundational practices of family wellness, and**
- **By respecting the expertise within the community.**

We will demonstrate kindness and understanding to reinforce Ogwehon:we values in the practices of delivering, managing and administering our services. We strengthen the relationships of women and men in a gender balanced development of family systems.

Purpose of the Role
The Child Protection Supervisor is responsible for assigning, coordinating, supervising, monitoring and evaluation of a team engaged in the several processes of developing and supporting families, the identification and monitoring/evaluation of resources, the direct supervision of staff and for the performance of other related duties as determined by the management team. The Supervisor reports to and works under the direction of the Director of Services and adheres to the guiding values of the Code of Practice.
Major Position Responsibilities
RESPONSIBILITIES AND SUPPORT TO OGHWEHO:WEH FAMILIES, CHILDREN AND YOUTH • Provides regular supervision to staff assigned to their team and during coverage for other supervisors • Reviews and approves service plans, plan of care, recordings, court documents and all other standardized Ministry and Ogwadeni:deco required documentation • Ensures that children/youth and their families seeking or referred by others for Ogwadeni:deco services are adequately assessed to determine eligibility, interviewed where eligible, and that their needs are adequately assessed and determine if a case should be opened for further assistance either directly or through referral and coordination of services provided by other programs/agencies • Ensures case assignment for all inquiries, referrals, community linkages, alerts, requests for assistance, requests for record checks, file disclosures are made in compliance with Ministry Standards and Ogwadeni:deco policies and procedures • As a preventable measure and/or with the use of traditional interventions/services, ensures that, where a child/youth is found to be in need of protection, that an appropriate, least intrusive initial action and service/safety plan is developed in consultation, whenever possible under the circumstances, with the immediate family and extended family/clan members (for example Community Response is initiated); and that the plan developed is reviewed and approved or revised and approved

Insert Finalized Date



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- Ensures that, where a voluntary agreement cannot be achieved the use of the local Haudenosaunee Alternative Dispute Resolution process is offered and encouraged
- Ensures that adequate supports are provided to family members where alternative care has been selected as the only option to ensure the safety and wellbeing of a child and the rights of families and children are communicated and understood, appropriate supports are identified and managed as Child Protection Workers act as the 'case manager' and where OgwaDeni:deo does not provide the direct service, a collaborative relationship is understood with all service providers participating in the service plan and plan of care
- Ensures that any professional assessment and treatment that is recommended for a child/youth or family member is reviewed and, if approved, is incorporated into the service plan and accessible through community links
- Ensures referral to other programs outside OgwaDeni:deo for prevention services, domestic violence, addictions, clinical assessments and other needed related services
- Ensures that, where a child/youth is found to be in immediate danger, a 'place of safety' (in compliance with the CYFSA) is identified (preferably in consultation with the family and extended family/clan members) and approved (if not previously approved) and that the child/youth is removed from their current home to that place of safety (preferably a home of a member of the extended family/clan or other community member)
- Ensures that, where appropriate, an application is made to have a placement declared "customary"
- Informs the Senior Manager of Services if they have reason to believe that a child/youth or children/youth may need to be removed from a family they are working with or a Kotinonha, that such reports are reviewed and appropriate action approved and taken
- Supervises the After Hours service on a rotational basis, including providing supervision in the provision of Child Welfare Service, ensuring after hours procedures are followed, and authorizing apprehensions and admissions to care.
- Provides assistance in the resolution of any conflicts with collaterals which may occur in the course of an After Hours worker carrying out their duties.

OGWADENI:DEO THE AGENCY

- Ensures that proper notice is made to and consultation initiated with a child/youth's First Nation (band) Representative and documented clearly, according to applicable legislation
- Provides clinical supervision and manages the staffing resources of the team assigned and during coverage for other supervisors, inclusive of ad hoc as required
- Assists Human Resources with the hiring, employee evaluations, position reviews and the discharge of staff
- Ensures that all staff adhere to the Code of Practice and in circumstances where this is challenged is prepared to mitigate and develop a response to assist staff in doing so, inclusive of identifying more training needs and where required, disciplinary steps by conducting staff performance evaluations interim, at the conclusion of a probationary period, annually and when deemed necessary in view of any concerns that may arise
- Participates in the development of the annual staff training/professional development plan based on the results of staff performance evaluations
- Ensures that a warrant is acquired to facilitate protection assessment where an alleged situation does not require immediate action and time permits
- Ensures that, in those cases in which a voluntary agreement cannot be achieved through discussion and use of the alternative dispute resolution process and where service is deemed necessary to ensure the protection of the child/youth involved, the requisite documentation is prepared for the Director (and legal counsel if necessary) and that an application is made to a provincial Family Court
- Participates in court proceedings and relevant documentation when required
- Other duties as assigned by the Manager of Services

Knowledge, Experience & Skills Required

Basic/Mandatory Requirements

- Must have a BSW from a recognized school of Social Work; or an undergraduate degree in another Social Science field
- Willing to work towards a Masters of Social Work.
- 3 – 5 years' direct experience in a Social Services Agency
- Must possess a valid Ontario class "G" driver's license

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- Must submit a favorable criminal reference check and vulnerable sector screening
- Must be willing to work flexible hours
- Will be Ogweho:weh in preference to other applicants

Knowledge Requirements

- Knowledge of Ogwadeni:deO programs and services
- Respect for, sensitivity towards as well as knowledge and understanding of Haudenosaunee culture, traditions and the Seven Grandfather Teachings
- Solid knowledge of the Child and Family Services Act, Eligibility Spectrum, Ontario Safety Assessment, Family Risk Assessment and Strengths and Needs Assessment
- Knowledge of First Nation service delivery, customs and traditions in responding to child welfare
- Knowledge of external services and service agencies
- Thorough knowledge of the stages, process and milestones of normal development of children from birth to adolescence
- Ability to understand and speak Haudenosaunee is a definite asset

Ability Requirements

- Relates effectively to community members and their children.
- Supervises staff performing a range of service functions.
- Relates effectively to other staff as a diplomatic and flexible team player.
- Works effectively with the management and staff of other programs/agencies.
- Communicates effectively in writing and verbally.
- Use basic computer software (i.e. Word, Excel, Case Management Data Bases)
- Ability to meet deadlines and work flexible hours
- Ability to work with confidential and sensitive information
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Specific Working Conditions & Requirements

- Positions in the field of Ogwadeni:deO, traditional Child protection can be both mentally and emotionally challenging. This position, given that the primary responsibility is to ensure the safety of children/youth who are alleged to be and may be found to be in need of protection and managing a team interacting with families in relation to sensitive issues can involve considerable mental and emotional stress, especially where the staff are involved in traumatic situations involving families, children and youth. This position is subject to an environment that may involve physically dangerous situations. It is the expectation that the worker will conduct themselves within the Ogwadeni:deO Code of practice in exhibiting the values and qualities, Compassion and Kindness, respecting one another, working together, assisting one another, self reflection on actions taken, taking responsibility, encouragement, honest and moral conduct, being truthful and consistent and peaceful thoughts and actions.

DISCLAIMER

This document describes the position currently available and is only a summary of the typical functions of the job. It is not an employment contract. The above job description is not an exhaustive list of the duties, responsibilities, working conditions or skills required for this position. Additional duties may be assigned. Ogwadeni:deO reserve the right to modify job duties or the job description at any time.

SIGNATURE

This is to acknowledge that I have received a copy of this job description and understand its content.



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