

Catholic
Children's Aid Society
of Hamilton



Société d'aide à l'enfance
catholique
de Hamilton

CAREER OPPORTUNITY: CHILDREN'S RESOURCE WORKER

Reporting to: Supervisor, Resources

Type of Posting: To fill a new vacancy

Classification: Full Time Permanent, union

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

Starting Date: As soon as possible

Application deadline: 11:59 PM Sunday May 10, 2026. Applications will be reviewed on an ongoing basis.

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.

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 Resource Worker* to join our Resource team on a full-time permanent basis.

DUTIES:

- To respond to placement resource inquiries, and to select suitable placement resources for children requiring placement and to serve as a liaison to those providing care to the child.
- To screen, support, and review foster and/or group homes and/or OPR's so that they meet, and continue to meet, Ministry of Children, Community and Social Services (Ministry) licensing requirements and accreditation standards and agency policies.
- To complete SAFE home studies in accordance with standards and guidelines.
- To serve as an advocate between foster and/or group home parents and/or OPR's and the agency.
- To support foster parents in assisting with and facilitating meaningful parent-child contact for the children and youth in their care.
- To provide covering-worker duties to the Unit.
- To facilitate relief, vacation etc. requests from foster parents.
- To work closely with agency staff and placement resource providers around placement issues.
- To maintain current records, files, recordings on case notes, and statistics in accordance with current producers and requirements, and in accordance with Ministry standards and Agency policies.
- To assist the development and retention of new foster homes
- To assist the foster families with the issues of grief and separation.
- To assess family adjustment to children placed in the home.
- Advocates on behalf of the child to ensure child needs are met.
- Liaises and works collaboratively with collaterals i.e. schools, Foster parents, OPRs, therapists/psychiatrists, and community services.
- Observe, report and record details of all contacts with foster parents and children/youth.
- Attends unit meetings, participate in Children's Resource unit program evaluation and development and to keep current on professional development opportunities.
- Collaborates with agency and community services ensuring that effective services are provided to the children on their caseload.
- Identifies treatment needs and implements intervention plans in collaboration with children, foster families, residential care providers, parents, family service workers, and community partners.
- Provides comprehensive and timely information to foster families, residential care providers, family service worker and others as needed.
- To provide or assist with Foster Parent training or recognition events for Foster parents.
- Performs other duties as may be assigned.

Job Description Available

QUALIFICATIONS/SKILLS

- MSW or BSW is preferred; The Agency will consider a combination of education and experience when reviewing applications.

- This position will be held by an incumbent with lived experience from an Indigenous or racialized community to support the Agency's vision, mission and values
- 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
- An understanding of social casework principles as they relate to service delivery to families and children. Experience working with children and multi-problem families.
- Conceptual framework for the practice of social work, especially crisis theory.
- Demonstrated competence in conducting assessments.
- Knowledge of cultural and minority groups and of community based supports and resources in the Hamilton area.
- 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 competence in problem solving and conflict resolution
- Ability to work jointly, co-operatively in consultation with other persons, professionals and teams.
- Effective interpersonal and communication skills to establish and maintain open, trusting and approachable relationships with foster parents and children/youth.

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 an 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.