

Catholic  
Children's Aid Society  
of Hamilton



Société d'aide à l'enfance  
catholique  
de Hamilton

### **Child Protection Worker-Ongoing**

**Reporting to:** Supervisor, Protection

**Classification:** Full Time Permanent Child Protection Worker-Ongoing; 35 hours weekly, union

**Type of Posting:** New Position

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

**Starting Date:** Mid-June 2026

**Application deadline:** 11:59pm 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>

This position is being posted both internally and externally. Internal candidates who meet the job requirements will be interviewed prior to external candidates.

### **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 seeking a **Child Protection Worker-Ongoing** for a permanent full-time position. Candidates must have strong interviewing, engagement, and assessment skills, as well as experience supporting families, children, and youth, and coordinating with community services. This role involves both investigation and ongoing service functions.

### **Duties:**

- Carries out all accountabilities according to the Child, Youth and Family Services Act, Ministry of Children, Community and Social Services (Ministry) standards, Protocols, and Agency policies and procedures, and manuals.
- Responds to allegations of child maltreatment and provides services according to the Ontario Child Protection Standards.
- Develops safety plans with families, youth and children, and their support networks to enhance child and youth safety and well-being.
- Carries out child protection investigations by reviewing records and interviewing children, caregivers, witnesses and relevant sources.
- Works with families from an equity perspective to create service plans addressing child protection issues, and tracks progress and child safety.
- Carries out tasks related to legal obligations and court appearances, ensuring documentation is suitable as evidence for both child protection cases and other court proceedings.
- Employs a strengths-based and collaborative approach to engage service recipients, incorporating trauma-informed practices and an equity perspective.
- Responds to crises and conducts ongoing assessments of child safety and well-being.
- Engages in collaborative planning with team members and agency staff.
- Leads and participates in consultations and case conferences.
- Documents records of all contacts, interventions, supervisor consultation as well as maintaining a record of all relevant reports and correspondence.
- Provides service recipients with information about relevant community services.
- Monitor and document the care, health, and well-being of children in their home.
- Advocate with, and make referrals to, service providers and other professionals with respect to understanding and meeting the needs of our clients.

### **Job Description Available**

#### **Qualifications:**

- MSW or BSW is preferred; consideration will be given for a relevant undergraduate university degree or social services college degree with a combination of education and 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.
- Demonstrated experience, knowledge and skills working effectively with diverse ethnic and racial communities.
- Demonstrated capacity and ability in the following areas:
  - Forensic and clinical interviewing skills.
  - Assessment of child safety and well-being
  - Collaborate effectively within a team.
  - Verbal, written, and case presentation skills.
  - Knowledge of community resources.
  - Engage effectively with service recipients and community professionals.
- Experience working with children and families facing multiple challenges.
- Ability to write timely, clear, and concise recordings and reports.
- Demonstrates strong time management abilities by efficiently completing administrative responsibilities within established deadlines.
- Effective interpersonal and communication skills to establish and maintain open, trusting and approachable relationships.

#### **Additional Requirements for this Position:**

- Computer literate with demonstrated proficiency in Microsoft office.
- 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.
- 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.*