



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

Child Protection Worker Team to be Determined OGD-R026-003
OGWADENI:DEO
Permanent Full-Time

Applications will be received by Ogwa:de:de from **June 26, 2026 or until the positions are filled** for the **Child Protection Worker (team to be determined)** position with Ogwa:de:de. The Job Posting and Job Description are also available for printing from the www.greatsn.com website.

Ogwa:de: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:de website [Get Involved – Ogwa:de:de \(ogwadendeotco.org\)](http://ogwadendeotco.org).

- ✓ **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:

Each Child Protection Worker, Family Support may be responsible, for any of the following: case management duties related to ongoing Services, responds to new reports that a child/youth may be in need of protection, providing support to families found eligible for Ogwa:de:de services, supporting families whose children/youth are admitted into alternative care, facilitating permanency care arrangements when appropriate, and other related duties as determined by their Supervisor to ensure child safety and positive outcomes for al involved in each individual case.

Type	Full Time
Closing Date	Open from June 26, 2026, until filled
Term:	Permanent
Hours of Work	35 hours per week
Wage	\$ 57,600.00 - \$ 87,750.00 per annum

BASIC QUALIFICATIONS:

- Will have a BSW or equivalent University Degree from a recognized post-secondary institution, preferably with one year of front line and case management work experience within the child welfare sector **OR**

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

- Social Services Worker Diploma/Certificate or equivalent College Diploma/Certificate to the employer's satisfaction with three years of front line and case management work experience within the child welfare sector, with the willingness to upgrade their studies to a BSW University degree from a recognized post-secondary institution.
- Child Welfare Authorization Training is preferred
- Must have a valid class "G" driver's license.
- Must submit a favourable criminal reference check and vulnerable sector screening.
- Must be willing to work flexible hours.

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 WORKER TEAM TO BE DETERMINED OGD-026-003
OGWADENI:DEO
Permanent Full-Time
ATTN: HR
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 Human Resources at 519-445-1834 ext. 4554 or via email at careers@ogwadenideotco.org.

Method #3: Online

1. Please visit: [Get Involved – Ogwadeni:deo \(ogwadenideotco.org\)](http://ogwadenideotco.org) 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



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

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:deo Human Resources at 519-445-1864 or via email at careers@ogwadenideotco.org

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

Title of Immediate Supervisor:	Supervisor, Ongoing Family	Team:	Ongoing Family
---------------------------------------	----------------------------	--------------	----------------

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
Each Child Protection Worker, Family Support may be responsible, for any of the following: case management duties related to ongoing Services, responds to new reports that a child/youth may be in need of protection, providing support to families found eligible for Ogwadeni:deo services, supporting families whose children/youth are admitted into alternative care, facilitating permanency care arrangements when appropriate, and other related duties as determined by their Supervisor to ensure child safety and positive outcomes for all involved in each individual case.
Major Position Responsibilities
<p>RESPONSIBILITIES AND SUPPORT TO OGHWEHO:WEH FAMILIES, CHILDREN AND YOUTH</p> <ul style="list-style-type: none"> • Work in accordance with provincial child welfare standards and guidelines and the CYFSA. • With a family centered approach, assesses the service needs of children/youth and their families transferred for ongoing services and support. • Assists those deemed eligible for Ogwadeni:deo services in the development of a service plan that will address the identified service needs including the use of traditional interventions/services and including referral to others for the completion of clinical assessments where appropriate and the provision of needed, related services not provided by Ogwadeni:deo as appropriate. • Acts as the family’s “case manager” in terms of facilitating access to other services, providing ongoing support and assessing risk to children in collaboration with the child/youth, their family, their extended family/clan members and a Kotinonha home if involved as well as other community collaterals, and providing the information to the Supervisor for review and approval as appropriate. • Conducts investigations when there are new allegations of risk of harm to children/youth that include completing an investigation, as per provincial standards. • Through referrals to the ADR process, coordinates family and community collaboration to ensure the safety, permanency and well-being of children/youth. • When a child/youth is found to be in need of protection, develops an appropriate, least intrusive initial action and service/safety plan and submits for review and approval to her/his Supervisor. • If a child/youth is found to be in immediate risk of harm, the Child Protection Worker will be responsible in bringing the child/youth to a place of safety, <u>authorized by the Executive Director through lines of authority</u>. • Advises the alternative caregiver deemed a place of safety and all children/youth placed in alternative care with respect to their rights and responsibilities under legislation. • Advises the alternative caregiver, in consultation with the assigned Child Protection Worker, ACRT, as to the needs of the child/youth, the probable adjustment problems anticipated and the methods of support that will be required/provided. • Meet the standard requirements for alternative care placements through the coordination of either a Kinship Service Agreement, Temporary Care Agreement, Formal Customary Care Agreement or preparation for court hearings. • Facilitates and/or supervises access of children and their family as required.

Insert Finalized Date



OGWADENI:DEO
Taking Care of Our Own

CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

- Provides crisis intervention services as required.
- Will from time-to-time, supervise post-secondary students on field placement.
- Prepares and sends notice to and consults with a child/youth's First Nation Representative where a child/youth that is the subject of a protection assessment is a member of a First Nation other than Six Nations or a Native Community.
- Participates in the development of the annual staff training/professional development plan based on the results of staff evaluations
- Participates in the annual review of the content of their position description and recommends any needed changes to their supervisor.
- Assists with the preparation of applications for warrants to facilitate a protection assessment where an alleged situation does not require immediate action and time permits.
- Assists with the preparation of the requisite documentation required for an application to a provincial Family Court in those cases in which 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.
- Conducts reviews of the files of persons willing to apply for legal guardianship, in consultation with the Alternative Care Resource Team, in relation to the long term needs of all children/youth requiring a long-term or permanent arrangement.
- Maintains regular communications with other community-based and external service providers pertinent to sharing general information, and ideas about effective protective interventions and service delivery, as well as encouraging maximum coordination of program services.
- Performs other duties as assigned

Knowledge, Experience & Skills Required

Basic/Mandatory Requirements

- Will have a BSW or equivalent University Degree from a recognized post-secondary institution, preferably with one year of front line and case management work experience within the child welfare sector **OR**
- Social Services Worker Diploma/Certificate or equivalent College Diploma/Certificate to the employer's satisfaction with three years of front line and case management work experience within the child welfare sector, with the willingness to upgrade their studies to a BSW University degree from a recognized post-secondary institution.
- Child Welfare Authorization Training is preferred
- Must have a valid class "G" driver's license.
- Must submit a favourable criminal reference check and vulnerable sector screening.
- Must be willing to work flexible hours.

Knowledge Requirements

- Must be thoroughly familiar with the relevant provincial legislation, regulations and guidelines.
- Must be thoroughly familiar with the service delivery policies and procedures.
- Must have the knowledge of the range of methods and techniques involved in both traditional approaches to helping as well as contemporary social service work strategies.
- Respect the Six Nations' cultures and of the cultures of other First Nations families who reside in the designated service delivery area.

Ability Requirements

- Relate effectively to community members and their children.
- Supervise staff performing a range of service functions.
- Work effectively with the management and staff of other programs/agencies.
- Communicate effectively both in writing and verbally.
- Use basic computer software (e.g. Microsoft Office, Case Management Data Bases).
- Work effectively in a team setting.
- Speak and/or understand Mohawk and/or Cayuga language is an asset.

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

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

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.



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

Title of Immediate Supervisor:	Supervisor, Child In Care	Team:	Child in Care
---------------------------------------	---------------------------	--------------	---------------

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 Ogwohon: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 Ogwohon: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
Each Child and Youth Services Worker may be responsible for any of the following: coordinating interventions and services for children/youth with in care status; facilitating permanency care arrangements when appropriate, and for the performance of other related duties as determined by their supervisor to ensure child safety and positive outcomes for all involved in each individual case.
Major Position Responsibilities
<p>RESPONSIBILITIES AND SUPPORT TO OGHWEHO:WEH FAMILIES, CHILDREN AND YOUTH</p> <ul style="list-style-type: none"> • Work in accordance with provincial child welfare standards and guidelines and the CYFSA • Responsible for all provincial reporting documents in a timely manner • Assists those deemed eligible for Ogwadeni:deeo services in the development of a service plan that will address the identified service needs including the use of traditional interventions/services and including referral to others for the completion of clinical assessments where appropriate and the provision of needed, related services not provided by Ogwadeni:deeo as appropriate. • Collaborates in the development of children and youth Plans of Care and Ontario Looking After Children and its assessment tool with the child, parents, alternative caregivers, Band Representative and other collaterals. • Address the identified children/youth service needs including the use of traditional interventions/services and including referral to others for the completion of clinical assessments where appropriate and the provision of needed, related services not provided by Ogwadeni:deeo as appropriate. • Advises the selected alternative caregiver, in consultation with the assigned CPW, Alternative Care Resource Team, as to the needs of the child/youth, the probable adjustment problems anticipated and the methods of support that will be required/provided. • Advises all children/youth placed in alternative care with respect to their rights and responsibilities under legislation. • Assists children/youth placed in alternative, long-term or permanent care with the adjustment to the new environment through counselling and other support as required in liaison with the assigned CPW, Alternative Care Resource Team and Kotinonha or other care provider. • Provides required and fully adequate support to all children/youth placed in alternative care with the objective, wherever possible, of having the children/youth return home. • Coordinates and provides post-placement interviews when another alternative care placement is required and upon family reunification • Advise their Supervisor when and if they have reason to believe that a child/youth may need to be placed in another alternative care home and takes such action as approved.

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

- Assists with the supervision of access between children/youth and their family as required.
- Provides crisis intervention services as required.
- Coordinates permanency planning meetings that support the safety, permanency and well-being of children/youth with in care status
- Will from time-to-time, supervise post-secondary students on field placement.
- Prepares and sends notice to and consults with a child/youth's First Nation Representative where a child/youth that is the subject of a protection assessment is a member of a First Nation other than Six Nations or a Native Community.
- Participates in the development of the annual staff training/professional development plan based on the results of staff evaluations.
- Participates in the annual review of the content of the CPW position description and recommends any needed changes to the supervisor.
- Assists with the preparation of applications for warrants to facilitate a protection assessment where an alleged situation does not require immediate action and time permits.
- Assists with the preparation of the requisite documentation required for an application to a provincial Family Court in those cases which 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.
- Conducts reviews of the files of potential custom or legal adoptees and persons willing to apply for legal guardianship, in consultation with the Alternative Care Resource Team, in relation to long term needs of all children/youth requiring a long-term or permanent arrangement; and gathers documents with the necessary background information on any child/youth to be placed in a permanent arrangement prior to a probationary placement.
- Participates the development of the annual budget and expenditure plan by assisting their supervisor to identify Team support and programming requirements.
- Maintains regular communications with other community-based and external service providers pertinent to sharing general information, and ideas about effective protective interventions and service delivery as well as encouraging maximum coordination of program services.
- Participates as directed in public forums, including the media, to communicate the responsibilities and practices of the Ogwadeni:deo Program and to develop and maintain public support.
- Performs other duties as assigned by their Supervisor.

Knowledge, Experience & Skills Required

Basic/Mandatory Requirements

The successful applicant:

- Will have a BSW or equivalent University Degree from a recognized post-secondary institution, preferably with one year of front line and case management work experience within the child welfare sector OR
- Social Services Worker Diploma/Certificate or equivalent College Diploma/Certificate to the employer's satisfaction with three years of front line and case management work experience within the child welfare sector, with the willingness to upgrade their studies to a BSW University degree from a recognized post-secondary institution.
- Child Welfare Authorization Training is preferred
- Must have a valid class "G" driver's license.
- Must submit a favourable criminal reference check and vulnerable sector screening.
- Must be willing to work flexible hours.

Knowledge Requirements

The successful applicant:

- Must be thoroughly familiar with the relevant provincial legislation, regulations and guidelines.
- Must be thoroughly familiar with the service delivery policies and procedures.
- Must have the knowledge of the range of methods and techniques involved in both traditional approaches to helping as well as contemporary social service work strategies.

Ability Requirements

The successful applicant(s) must demonstrate ability to:

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

- Respect the Six Nations' cultures and of the cultures of other First Nations families who reside in the designated service delivery area.
- Relate effectively to community members and their children.
- Supervise staff performing a range of service functions.
- Work effectively with the management and staff of other programs/agencies.
- Communicate effectively both in writing and verbally.
- Use basic computer software (e.g. Microsoft Office, Case Management Data Bases).
- Work effectively in a team setting.
- Speak and/or understand Mohawk and/or Cayuga language is an asset.

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.



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

Title of Immediate Supervisor:	Supervisor, Intake	Team:	Intake
---------------------------------------	--------------------	--------------	--------

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 Intake/Screeners will be responsible for ensuring safety of children by completing investigations and assessing needs in accordance with the provisions of the Child, Youth and Family Services Act (CYFSA), Ministry Standards, Child Protection Protocols, Risk Assessment Tools, Ogwadeni:deco Policy and Procedures and community standards.
Major Position Responsibilities
<p>RESPONSIBILITIES AND SUPPORT TO OGWEHO:WEH FAMILIES, CHILDREN AND YOUTH</p> <ul style="list-style-type: none"> • Conduct child protection investigations and assess risk to children and youth in accordance with the Child, Youth and Family Services Act (CYFSA) • Receive and review referrals and requests for service to determine eligibility and jurisdiction • Conduct case investigations including interventions in crisis situations • Assess risk to children utilizing risk and assessment tools, standards and guidelines and Agency policies and procedures • Conduct joint investigations and home visits with police as appropriate to ensure the safety of children • Interview and assess all parties involved including referral source, children and extended families • Obtain information from the 'Fast Track Information' System and any other Children's Aid Societies • Complete Assessments for the purpose of formulating treatment and service plans • Provide short-term counseling services to children and families and make appropriate referrals • Consult with community partners in developing appropriate extended family and Alternative Care placements and admit children into the care and custody of the Agency when necessary • Prepare children for admission into care of Agency • Prepare and complete legal documentation for children coming into care • Document, complete and coordinate all requirements for court hearings • Appear as a witness in child welfare, criminal or family court • Prepare children and families for the transfer of service from Intake and Investigation to Ongoing Services • Prepare and attend transfer interviews and conferences • Complete all case management reporting and recording requirements as required. • Ensure completion of People profile, intake and new referral information in Agency database • Ensure completion of Agency prescribed case management notes within prescribed timeframe • Ensure completion of Investigation of Allegation & Concerns Module, Safety Assessment, Risk Assessment. • Comprehensive Protection Assessment, Plans of Service, 90 Day Eligibility Review and Case Activity Modules

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

- Prepare admission information for children admitted into care
- Obtain supervisory approval and sign off on case recording documentation
- Collaborate with First Nation designated authority in making decisions regarding investigations and service plans.
- Work collaboratively and cooperatively at all levels in order to support the use of a family-centered, strengths- based, child-focused practices while assisting families in building their capacities to provide safe and nurturing environments for children.
- Demonstrate behaviors, actions and attitudes that are consistent with Agency vision, mission and values
- Provide opportunities for the enhancement and development of positive cultural identities of the children, families and communities served
- Ensure appropriate communication and consultation with Supervisor at appropriate times
- Ensure effective and professional communications with all internal and external service providers including Alternative Care homes, police, schools and medical professionals. Share information according to privacy and/or confidentiality guidelines.
- Work respectfully, positively, professionally and collaboratively with team members

OGWADENI:DEO THE AGENCY

- Complete administrative functions, reports and adhere to Agency policies, procedures and relevant practice
- Ensure confidentiality and safekeeping of all Agency documents and records
- Develop and maintain a detailed work plan of activities
- Develop and maintain accurate, up-to-date and concise work files
- Prepare and deliver reports
- Work in compliance with Occupational Health and Safety Act and any other relevant legislation
- Prepare and submit monthly reports, attendance records and travel expense claims
- Follow the Agency's human resources, finance and other policies and procedures in the performance of duties

Knowledge, Experience & Skills Required

Basic/Mandatory Requirements

- Must have a Bachelor of Social Work Degree
- Community College Diploma in Social Services or Native Child Welfare Worker may be considered
- Two (2) 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 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 Requirements

- Excellent interpersonal skills
- Demonstrated capability in crisis intervention, conflict resolution, mediation and problem solving
- Excellent written and oral communication skills

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

- Strong organizational and administrative skills
- Proficiency in completing legal documentation
- Excellent computer
- Excellent computer skills
- Proven ability to work with First Nation communities and people
- Ability to work with and meet tight timelines
- Ability to take initiative and work independently
- Ability to work within a team environment
- Ability to meet deadlines and work flexible hours
- Ability to work with confidential and sensitive information
- Ability to understand and speak Haudenosaunee is a definite asset

Specific Working Conditions & Requirements

- Positions in the field of Ogwadeni:deO, traditional Child protection can be both mentally and emotionally challenging. The nature of the positions may expose incumbents to high levels of stress when dealing with issues. The tension includes a level of stress that is usually moderate with high levels occurring on occasion. 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.



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

Title of Immediate Supervisor:	Supervisor, Alternative Care Resource Team	Team:	ACRT
---------------------------------------	--	--------------	------

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
<p>The Child Protection Worker - Alternative Care Resource Team will be responsible for ensuring that child protection services are delivered in accordance with the Child, Youth and Family Services Act (CYFSA), Ontario Child Protection Standards, Ministry Children and Community Services (MCCS), Foster Care Licensing Standards, Child in Care Standards, as well with the policies, procedures, vision, mission and values of Ogwadeni:deO. The Child Protection Worker – ACRT will be responsible for managing client complaints in compliance with the complaint review process as outlined in the Ogwadeni:deO Policies and Procedures and the Child, Youth and Family Services (CYFSA).</p> <p>The Child Protection Worker - ACRT reports to and works under the direction of the Supervisor, Alternative Care Resource Team and adhere to the guiding values of the Code of Practice.</p>

Major Position Responsibilities
<p>RESPONSIBILITIES AND SUPPORT TO OGWEHO:WEH FAMILIES, CHILDREN AND YOUTH</p> <ul style="list-style-type: none"> • Reviews applications to provide Customary Care or Kotinonha inclusive of permanency requests, interviews applicants, conducts home studies, recommends selection for orientation/training to the Supervisor and invites selected applicants to participate in training • Assists with the development and delivery of orientation sessions to assist potential and “place of safety” caregivers in developing their commitment and understanding of the role; and assists with the monitoring/evaluation of these session • Assesses potential and “place of safety” caregiver needs and assists with the development, delivery, monitoring/evaluation of appropriate training packages in accordance with Ogwadeni:deO policies and procedures and MCCS Standards save and except those approved for exemption • Assists as assigned, Child Protection Workers with the selection of an appropriate placement of a child/youth in need of Kotinonha, with the provision of necessary information to the Sakotinonha provider and with the development of the plan of care <p>OGWADENI:DEO THE AGENCY</p> <ul style="list-style-type: none"> • Prepares and submits to the Supervisor monthly reports on program developments and service statistical data and information. • Assists with the annual review of the content of the Alternative Care Resource Development program and recommends any needed changes to the Supervisor. • Assists with the development and maintenance of an inventory of approved internal and external alternative care homes and external group, foster and institutional placement options and bed availability • Assists with the establishment of any protocols required in relation to access to external care resources • Assists with the monitoring and evaluation alternative care programs provided by external resources in relation to the needs of Ogwadeni:deO children and youth requiring alternative care are regularly evaluated

Insert Finalized Date



CHILD PROTECTION WORKER TEAM TO BE DETERMINED JOB AD/JOB DESCRIPTION

- Assists, as assigned, in consultation with the assigned Child Protection Worker(s), the appropriate subsidy level for each alternative care provider in relation to the level of support required by a particular child/youth placed in care
- Adhere to and ensure all reporting obligations under the program's funding arrangements and the Agency's policies and procedures are met.
- Other duties as assigned by the Supervisor

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 and a willingness to work towards a BSW, **OR**
- Must have a Social Work Certificate/Diploma in combination with 3 years of frontline experience in Child Protection/Child and Family Services and be willing to upgrade educational credentials or already enrolled in a recognized BSW program
- Must have a minimum of 2 years practical experience in the field of child and family services and in particular, the development and support of alternative care resources
- Must possess a valid Ontario class "G" driver's license
- Must submit a favourable 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

- Must be thoroughly familiar with the relevant provincial legislation, regulations and guidelines
- Must be knowledgeable about the cultures and the significant characteristics of the social structure of Six Nations
- Must be thoroughly familiar with alternative care home policies and procedures
- Must have extensive knowledge of the range of methods and techniques involved in both traditional approaches to helping as well as contemporary social service work strategies

Ability Requirements

- Relates effectively to staff and community members 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 (e.g. Word, Excel, Case Management Data Bases)

Specific Working Conditions & Requirements

- Positions in the field of Ogweho:weh, 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 Ogweho:weh 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.