



OPPORTUNITY

(External – Union)

DATE OF POSTING:	June 3, 2025
POSITION:	Child Protection Worker – Children and Youth – Indigenous Services
TERMS OF EMPLOYMENT:	Full-time Permanent, Unionized
POSTING NUMBER:	2025 - 19
START DATE:	TBD
HOME LOCATION:	Brantford (regular travel within the agency's jurisdiction is required as well as occasional travel outside of the agency's jurisdiction)
POSTING TYPE:	<i>All applicants must have a First Nations, Metis or Inuit background and/or enhanced knowledge of First Nations, Metis, and Inuit culture including but not limited to the impact of colonization, residential schools and intergenerational trauma. This posting has been designated under article 11.05 of the collective agreement as a position to be filled by a candidate from an equity deserving group (Indigenous).</i>

EDUCATION AND EXPERIENCE REQUIRED:

- B.S.W. or M.S.W. or enrolled in a University of recognized standing,
Or
- Equivalent as deemed suitable by the Executive Director with a willingness to complete a B.S.W. program
- Must have a valid Ontario "G" class driver's license and reliable vehicle

RESPONSIBLE TO: Service Manager – Children and Youth Services

Under Supervision:

The Child Protection Worker – Children and Youth, assumes case management responsibilities for children in care and youth transitioning from care. The Child Protection Worker develops and executes holistic plans of care to ensure optimal development, continuity and permanent outcomes for children and youth. The provision of child and youth services includes building therapeutic relationships with families of origin, kin caregivers, adoptive families, foster families, alternate residential resources and community caregivers.

MAJOR RESPONSIBILITIES

Under Supervision:

- Provide services consistent with the overall direction provided by the Child Welfare Manager, the requirements of the Child, Youth and Family Services Act (CYFSA), Ministry requirements and the Society's policies and procedures
- Work directly with children and youth to ensure their voice is heard, their preferences are understood, they have opportunities to participate decision making in accordance with their age and stage of development, and their wishes are given appropriate weight/consideration
- Affirm children and youth's identities and enhance cultural connections while in care
- Build therapeutic relationships with parents/caregivers, extended family, resource and alternate caregivers, as well as the community
- Develop holistic plans of care to promote optimal development, continuity and best outcomes for children and youth
- Coordinate services needed by children and youth in care
- Initiate and participate in Family Circles and Family Group Conferences as well as other case conferences to support planning for children and youth in care
- Assess any risk to children and youth's placements and develop safety plans if deemed necessary
- Contribute to ongoing development of alternate care homes through obtaining feedback from children and youth in care
- Support children and youth with transitions such as reuniting with parents/caregivers, placements with extended family and other placement changes
- Prepare documentation for court purposes and provide evidence in court

- Actively uphold the principles identified in the Society's Code of Ethics
- Other duties as assigned

KNOWLEDGE AND SKILLS REQUIRED

- Personal integrity, responsibility and a commitment to the best interests and elevating the voices of children and youth
- Knowledge of child development, behaviour, and the potential impacts of trauma
- Awareness and competency in identifying bias, discrimination and racism and a commitment to exemplify the organization's dedication to social justice and reducing barriers for children, youth, families, colleagues, and the broader community
- Knowledge of the Truth and Reconciliation Commission of Canada Calls to Action and the impacts of colonization, residential schools, the sixties scoop and the continued overrepresentation of Indigenous children in care on Indigenous people
- Understanding of Indigenous practices
- Recognition of the power and authority that child welfare staff inherently hold and commitment to disrupt this power dynamic and work collaboratively alongside families, youth, and children
- Demonstrated skills in work with adolescents and preparing youth for independence
- Demonstrated skills in assessment, case planning and on-going intervention planning
- Demonstrated ability to communicate verbally and to write clear, concise reports and to be able to meet deadlines and other administrative requirements
- Ability to work independently and co-operatively as a part of a team setting
- Openness to ongoing learning and professional development

ANNUAL SALARY RANGE: In accordance with the Collective Agreement Child Protection Worker Grid - \$71,382 - \$88,097 annually (or hourly equivalent)

As a condition of hire, selected candidates will be required to provide:

- Consent for Police - Vulnerable Records Check - Results must be satisfactory to the employer
- Consent for Child Welfare check- Results must be satisfactory to the employer
- Must have a valid Ontario “G” class driver’s license and reliable vehicle

Child and Family Services of Grand Erie is committed to working from an Anti-Oppressive and Equity practice and is dedicated to building a workforce that reflects the diversity of the community in which we live and serve.

If you don’t see yourself fully represented in each requirement of the job description, we still encourage you to apply. Research has shown individuals from underrepresented groups may only apply when they feel 100% qualified. We are committed to creating a more equitable, inclusive, and diverse organization and we strongly encourage all applicants with diverse identities and lived experiences to apply and to please self-identify in their cover letter.

We are committed to creating an accessible environment for all. Please let us know if you have any accommodation needs.

We thank all applicants; however, only those considered for interviews will be contacted.

APPLICATION PROCESS: Submit resume and cover letter electronically at:

Email: employment@cfsge.ca

CLOSING DATE: **June 17, 2025 @ 4:30 pm**