



## **Child Protection Worker – First Nations, Inuit, Metis**

**As part of our commitment to Reconciliation, Family & Children's Services of the Waterloo Region has established a dedicated team of staff members, both Indigenous and Non-Indigenous, to work with Indigenous families in a respectful, holistic way. Our Agency is committed to hiring people representative of the population we serve and encourage First Nation, Inuit, and Metis applicants to apply and self-identify in their cover letter.**

The Agency currently has multiple permanent full-time Child Protection Worker positions available on the Two Row Understanding Service Team. These positions may be required to perform either Intake, Ongoing or Investigation duties depending on service needs

The Child Protection Worker's role is to investigate and assess allegations of children in need of protection as defined by the Child, Youth, and Family Services Act while supporting FNIM children, youth and families with the goal of responding to:

- the Truth and Reconciliation Child Welfare Calls to Action,
  - An Act Respecting First Nations Inuit and Metis Children Youth and Families (formerly Bill C-92),
  - Calls for justice from the Missing and Murdered Indigenous Women and Girls Inquiry
- the Agency's Strategic Direction, "Collaboration with Aboriginal families and communities"

Working in conjunction with the community, this position provides support to families to provide, arrange, and oversee culturally relevant services required by families and children to alleviate the need for protection service.

This role works in compliance with all legislative requirements, Ministry standards, Agency values and best practice.

### **Qualifications:**

- Lived experience of the issues facing Indigenous people of Canada and self-identification as FNIM required.
- BSW; or Community College diploma in the human services field; or relevant undergraduate degree or equivalent preferred
- Alternatively, an equivalent combination of education and experience working with Indigenous peoples.
- Understanding of Cultural Attachment and permanency through an Indigenous lens.
- An understanding of the issues impacting at-risk Indigenous families within the urban environment.
- Understanding of Truth and Reconciliation Child Welfare Calls to Action, An Act Respecting First Nations Inuit and Metis Children Youth and Families and the calls for justice from the Missing and Murdered Indigenous Women and Girls Inquiry
- Demonstrated clinical skills in the areas of Trauma and Attachment, Family Centered Practice, engaging family networks and Anti-Oppressive Practice considered an asset
- Familiarity with provincial child welfare legislation considered an asset
- Knowledge of child development
- Understanding of the Ontario Human Rights Code
- Effective written and oral communication skills
- Ability to manage competing demands and meet strict deadlines
- Valid G Ontario Driver's License with access to reliable vehicle

**Salary Range:**

\$59,128.82-\$79,316.72

Social Work - Grade 8

Articles 15 & 16 apply to internal candidates

***Application Process***

Interested internal applicants are invited to submit a resume to [internal.resume@facswaterloo.org](mailto:internal.resume@facswaterloo.org), no later than 4:00pm on August 14, 2020 quoting posting #010-2020.

Interested external applicants are invited to submit a resume to [resume@facswaterloo.org](mailto:resume@facswaterloo.org), no later than 4:00 pm on August 14, 2020 quoting posting #010-2020.

**Accommodation at Family & Children's Services of the Waterloo Region**

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 519-576-1329. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.