



Children's Services/Resources 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 a permanent full-time Children's Services/Resources Worker position available on the Two Row Understanding Service Team.

The Children's Services/Resources Worker' role is to support the holistic development of 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 FNIM community, this position provides direction and support to resource, customary care, and kin in care families to ensure that the cultural continuity and cultural attachment needs of children and youth are met, as well as ensures compliance with all legislative requirements, Ministry standards, Agency values and best practice. In order to best meet the needs of families and children this role may also include investigation on ongoing protection services responsibilities.

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-Opressive Practice considered an asset
- Knowledge of child development
- Familiarity with provincial child welfare legislation considered an asset
- 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:

\$ 61,366.93 - \$ 82,318.79

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, no later than 4:00pm on July 5, 2021 quoting posting #023-2021.

Interested external applicants are invited to submit a resume to resume@facswaterloo.org, no later than 4:00 pm on July 5, 2021 quoting posting #023-2021.

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.