

## Job Posting

POSITION:	Resource Worker
ACCOUNTABILITY:	Manager of Prevention Services
CLASSIFICATION:	Permanent, Full-time
SALARY RANGE:	\$73,5000 - \$93,000.95
CLOSING DATE:	Until Filled

### **Philosophical Overview**

All employees with the Association of Native Child and Family Services of Ontario (ANCFSAO) are required to follow the Mission, Vision, and Values of the organization in all circumstances. Similarly, all employees shall follow the policies and procedures of ANCFSAO, as well as the direction provided by the senior management team. All employees are required to perform those duties in a manner that respects and reflects the culture, traditions and values that are common to the First Nation, Inuit, and Metis people.

### **Summary**

Reporting to the Manager of Prevention Services, the Resource Worker will support and assist the child welfare sector in the learning, customization, and implementation of the HEART & SPIRIT assessment tool. In addition to supporting Heart and Spirit, the Resource worker will also support the increased uptake of Customary Care. This position will work closely with the Manager of Prevention Services, Training Manager, Program Assistant, member agencies, non-member agencies and ANCFSAO staff. The Resource Worker will provide technical support to approved agencies utilizing the HEART & SPIRIT assessment tool along with technical support to agencies who are developing and learning about Customary Care processes. The Resource Worker will be knowledgeable of home assessments, resource trainings, multi-generational trauma, systemic oppression, and the importance of empowering indigenous families by utilizing specialized indigenous tools enriched in cultural teachings and practices.

### **Key Job Functions**

The Resource Worker will need to know the process for opening an approved home under the licensing requirements and standards, and the importance of Indigenous children/youth remaining within the community and/or with kin; and the importance of preparing a home to be child centered to meet the needs of the child/youth entering their home in a wholistic Indigenous approach. The Resource Worker will coordinate and undertake projects in all aspects of ANCFSAO vision, goals, and strategic plan. The position also entails supporting the uptake for Customary Care Processes as requested by agency/jurisdiction. (A detailed position description can be obtained on request).

## **QUALIFICATIONS**

### **Preferred Education and Experience**

Bachelor's degree in social work, sociology, psychology, human services, public administration, or a related field, or equivalent experience.

Three (3) years' experience within a human services program, indigenous organization, preferably in prevention or child well-being or protection. Experience working collaborative with multiple external organizations, building, and sustaining positive work relationships and focus on the supporting the vision of ANCFSAO.

### **Knowledge Requirements**

- Extensive knowledge of the Child, Youth and Family Services Acts and Ministry of Children, Community and Social Services
- Strong Knowledge of Customary Care Processes
- Knowledge of the ANCFSAO Mission, mandate, programs, services, and membership base.
- Thorough knowledge of Indigenous culture and values including awareness of the First Nation, Inuit and Metis Communities we service.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the Sixties Scoop has upon them is essential.
- Experience in designing and facilitating strategic planning processes that motivate and inspire meeting participants; conducting engaging and content rich onsite and virtual trainings; and engage groups in meaningful dialogue.
- Strong interpersonal skills, including a demonstrated ability to deal tactfully and diplomatically with clients and other external stakeholders.
- Excellent oral and written communication skills, including writing a range of products for a diverse audience.
- Knowledge of Foster Care Licensing Requirements, Regulations and Standards

### **Special Skills**

- Demonstrated facilitation and presentation skills.
- Proficiency using computers and standard computer software programs like Excel, Word, Outlook, Publisher, PowerPoint, etc.
- Advanced analytical ability along with superior presentation skills to synthesize complex issues.
- Task Oriented with the ability to manage multiple priorities and work in a fast-paced environment.
- Displays a high-level of emotional intelligence including consistently exhibiting a positive and professional demeanor in all situations.
- Demonstrated facilitation and presentation skills.
- Proficiency using computers and standard computer software programs like Excel, Word, Outlook, Publisher, PowerPoint, etc.
- Advanced analytical ability along with superior presentation skills to synthesize complex issues.

- Task Oriented with the ability to manage multiple priorities and work in a fast-paced environment.
- Displays a high-level of emotional intelligence including consistently exhibiting a positive and professional demeanor in all situations.
- Proven project and team management skills
- Ability to understand and speak an Indigenous language is a definite asset.

### **Mandatory Requirements**

- Must be willing to work flexible hours including weekends, evenings, and holidays as required. Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS)
- Able to provide a safe vehicle for the use on the job, an acceptable Driver's abstract, evidence of a Valid Ontario Driver's License and of Personal Liability & Property Damage Insurance coverage for at least \$2,000,000.

### **Work Site Location**

- Currently due to Covid all positions are teleworking, and travel is limited until an office in Toronto is opened.
- The position will be required to work from home and/or remotely if the position is filled during Covid-19 protocol lockdowns.
- Travel within in Ontario is required.

### **TO APPLY**

Please email with the Subject Line, "Resource Worker", along with the following items to [HRGeneral@ancfsao.ca](mailto:HRGeneral@ancfsao.ca) :

- A cover letter outlining why you are the most qualified candidate for this role including your experience working directly with First Nations, Inuit and Métis Peoples, Communities and Organizations.
- Resume (include 3 work related references).

**Closing date:** Open continuous. Applications will be reviewed monthly.

Currently, our employees are working remotely and located within the Eastern Time Zone. To work in synergy, it is preferred that our applicants are working within the same Eastern Time Zone to accommodate team and client meetings.

Please note that preference will be given to qualified First Nations and Aboriginal applicants. **Please self-identify.** We welcome and encourage applications from people with disabilities. Accommodation is available on request from candidates taking part in all aspects of the selection process.

Our Agency is committed to an inclusive and barrier-free environment for all our candidates and employees. Should you at any time have an accessibility need or have any questions regarding the recruitment process, please contact [HRGeneral@ancfsao.ca](mailto:HRGeneral@ancfsao.ca) .

Incomplete applications will not be considered. Only those selected will be contacted for an interview.