



<b>POSITION TITLE:</b>	ON FIRST NATION WORKER
<b>DEPARTMENT:</b>	FRONT LINE SERVICES
<b>REPORTS TO:</b>	FRONT LINE SERVICES SUPERVISOR
<b>CLASSIFICATION:</b>	FULL TIME PERMANENT
<b>LOCATION:</b>	MOOSE DEER POINT FIRST NATION, ON
<b>POSTING DATE:</b>	OCTOBER 15 <sup>TH</sup> , 2021
<b>CLOSING DATE:</b>	NOVEMBER 4 <sup>TH</sup> , 2021

Dnaagdawenmag Binnoojiiyag Child & Family Services is a multi-service Indigenous wellbeing agency. We provide a stable foundation for children, youth, and families, through wraparound services that are culturally based, and family focused.

### **PURPOSE OF THE POSITION**

Reporting to the Supervisor, the On First Nation Worker is responsible for providing support to individuals and families seeking or referred to Dnaagdawenmag Binnoojiiyag Child and Family Services. Working from the Dnaagdawenmag Binnoojiiyag Child and Family Services office at their respective First Nation, the Family Service Worker will assist the local Prevention Workers in providing support to First Nations children and families.

This position provides protection services to families that have been identified through the Initial Assessment (intake) as families having issues of child protection risk in accordance with the Child, Youth and Family Services Act. This position conducts assessments of risk in addition to providing a varied degree of intervention and support services to families and their children who are experiencing difficulties. The Family Service Worker is the case manager who holds responsibility in the decision making alongside the First Nations related to child admissions, discharge from care etc. On First Nations territory, the Family Service Worker may carry a generic caseload, and carry out the duties of Initial Assessment (Intake) and Child and Youth Service Worker (child in care) and Alternative Care (resource).

Reduces the risk of harm to children utilizing the Risk Assessment Model for Child Protection in Ontario, as follows:

- Develops a plan for risk reduction intervention, based on Comprehensive Assessments and Plans of Service as outlined in the Risk Assessment Model utilizing our wholistic service model.
- Conducts Initial Assessment in ongoing child protection cases where there are new allegations of harm, including performing Safety Assessments and making Verification and Protection decisions utilizing our wholistic service model.



- Where a child cannot remain safely within the home, shall first explore all options using alternative dispute mechanisms, engagement with parents and extended family to identify options, and work with the First Nations Designated Person, Band Representative or community representative to seek alternative plans to protect the child while maintaining involvement by parents, family, and community.
- Brings selected cases to Family Court in order to protect children when authorized to do so by the Executive Director or his/her designate.
- Develops and maintains effective and therapeutic casework relationships with families with the objective of reducing risk of harm to children.
- The incumbent is directly accountable for the provision and implementation of protective services to families and children within the Dnaagdawenmag Binnoojiiyag catchment area in accordance with the Child, Youth, and Family Services Act, Ministry standards and guidelines, and Dnaagdawenmag Binnoojiiyag policies and procedures.
- Performs both internal and external record checks, i.e. Fast Track, Child Abuse Register.

#### **COURT:**

- Prepares legal documentation (as required) ensuring accuracy and completion prior to court.
- Prepares for, attends, and provides testimony in Family Court and potentially Criminal Court.
- Prepares their families for court.

#### **ADMINISTRATIVE:**

- Has a strong working knowledge of all pertinent legislation, Ministry Standards and Guidelines, Dnaagdawenmag Binnoojiiyag Child and Family Services policy, procedures, and directives, and the Regional Protocol.
- Completes administrative requirements and recordings within the timelines as outlined in policy.
- Uses advocacy strategies on behalf of family members that ensure the child(ren) receive access to services within the community.
- Maintains effective professional working relationships with community collaterals.
- Attends team, departmental and staff meetings.
- Performs other duties as assigned.

#### **CHILDREN AND YOUTH SERVICE:**

##### **CLINICAL:**

- Provides an ongoing assessment of the child's needs and to develop an appropriate Plan of Care based on these needs.
- The incumbent is directly accountable for the provision of service to children in the care of Dnaagdawenmag Binnoojiiyag in accordance with the Child and Youth



Family Services Act, Ministry standards and guidelines, Dnaagdawenmag Binnoojiiyag policies and procedures and our wholistic service model.

- Participates in the development and implementation of plans for children requiring replacement.
- To monitor service provision within placements and to alert the Supervisor of any potential problems regarding the care and protection of the child.

#### **COURT:**

- To attend youth/criminal court, if required, to provide evidence concerning children in care as well as support to the youth.
- To attend CYFSA Court, if required, by providing evidence pertaining to the child's needs and progress in care.

#### **ADMINISTRATIVE:**

- Has a strong working knowledge of all pertinent legislation, Ministry Standards and Guidelines, Dnaagdawenmag Binnoojiiyag Child and Family Services policies, procedures, wholistic service model, directives, and the Regional Protocol.
- Completes administration and recordings within the timelines as outlined in policies.
- Uses advocacy strategies on behalf of family members to ensure the child(ren) receive access to services within the community.
- Maintains effective professional working relationships with community collaterals.
- Attends team, departmental and staff meetings.
- Performs other duties as assigned.

#### **ALTERNATIVE CARE:**

- Completes a preliminary screening of applicants and provides specific feedback and referral to unsuccessful applicants.
- Maintains Alternative Care, Customary Care, and Kinship service files, including statistical data and internal and external record checks in addition to follow-up with applicants.
- Completes on-site safety inspections of the prospective Alternative Care, Customary Care, and Kinship service homes to ensure compliance with safety standards and formulate recommendations. Recommends further inspection as necessary regarding fire, water, etc.
- Responds to requests from Alternative Care, Customary Care, and Kinship service parents for support within a 24-hour period, assist Alternative Care, Customary Care, and kinship service homes in identifying issues and engages them in constructive problem solving and provides emotional support.
- Participates in the resolution of service complaints by Alternative Care, Customary Care parents and Kinship Service homes and provides support to the Alternative Care, Customary Care and Kinship Service homes in cases throughout the formal complaint and implements disciplinary letters of understanding with respect to



changes required by Dnaagdawenmag Binnoojiiyag personnel in the Alternative Care, Customary Care and Kinship Service homes, where necessary.

- The position makes recommendations with respect to different aspects or various parts of the Alternative Care program. i.e. home study, recruitment, and information gathering for specific issues which meets the needs of Alternative Care, Customary Care and Kinship Service families. Also provides input into the service planning process generally.
- Performs other duties as assigned.

#### **Other Duties**

- Other duties as assigned.

### **POSITION REQUIREMENTS**

#### **Education and Experience Requirements:**

- Bachelor of Social Work Degree; or
- BSW equivalency;
  - Master's Degree or Bachelor's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families; Candidates with the above qualifications who are members of, or eligible for membership in the Ontario College of Social Workers and Social Service Workers are preferred; or
  - An acceptable level of formal education and extensive direct service experience in Child Welfare, with a determination of what constitutes "acceptable" at the discretion of the Executive Director, with a plan for obtaining any necessary additional qualifications or training to be formalized in writing as part of the offer and acceptance of employment.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing setting would be considered an asset.

#### **Knowledge Requirements:**

- An excellent working knowledge of the Child, Youth and Family Services Act, and other pertinent legislation, Ministry standards and guidelines, Dnaagdawenmag Binnoojiiyag Child & Family Services policies, directives and procedures.
- A high level of knowledge of diagnostic and treatment theories, methodologies and practices and ability to integrate theory and practice.
- A good working knowledge of community services within the Dnaagdawenmag Binnoojiiyag Child & Family Services catchment area and surrounding areas to assist in service provision.
- 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 upon them is essential.

#### **Ability Requirements:**



- Analytical skills to identify and resolve problems. Assess client needs, formulate recommendations, develop appropriate service contracts and determine actions specific to the needs of the child, youth and family.
- Individual, marital and family therapy skills to provide a broad range of therapeutic services to children, youth and families.
- Decision-making skills to determine actions required ensuring the protection of children and youth.
- Crisis intervention skills to determine the degree of risk to a child or youth, defuse potentially hostile client situations and take appropriate action to reduce the risk accordingly.
- Strong co-operation and consultation skills in working with First Nations Designated Persons and community representatives, Elders and community leaders.
- Excellent verbal communication skills in order to interact with clients, all levels of Dnaagdawenmag Binnoojiiyag Child & Family Services staff and management and community professionals.
- Good written communication skills to document information in a clear, concise and accurate manner.
- Organizational skills to prioritize tasks, be self-initiating and work independently.
- Excellent interpersonal skills to liaise with community professionals, First Nations Designated Persons and community representatives and other Dnaagdawenmag Binnoojiiyag Child & Family Services staff. Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit and Métis Communities we service.

#### **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 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 \$2,000,000.00.

#### **ACCOUNTABILITIES**

The employee is required to have a good working knowledge of all laws, rules, regulations, policies and procedures, as well as the Regional Protocol which impact on the employee's specific responsibilities. We undertake to make decisions, as required, which are consistent with these and then to act in a manner which provides quality services to children, youth, families and communities.

#### **WORKING CONDITIONS**

- You will be provided a working location within your region by the Organization.



Dnaagdawenmag Binnoojiiyag  
**Child & Family Services**

EMPLOYMENT OPPORTUNITY

- Travel within the catchment area will be required.

### **SALARY RANGE**

- \$65,773.95 - \$79,274.31, depending on qualifications and experience.

### **TO APPLY**

- Please email the following to [careers@binnoojiiyag.ca](mailto:careers@binnoojiiyag.ca)
  - Application for Employment (available at [www.binnoojiiyag.ca](http://www.binnoojiiyag.ca))
  - Please indicate preferred location in your application
  - 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)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis and those with close affiliations.