



POSITION TITLE:	FAMILY SUPPORT WORKERS – ANTI-HUMAN TRAFFICKING
DEPARTMENT:	ALTERNATIVE CARE
REPORTS TO:	SUPERVISOR – ALTERNATIVE CARE
CLASSIFICATION:	CASUAL RELIEF - HOURLY
LOCATION:	KEENE, ON
POSTING DATE:	SEPTEMBER 7 TH , 2022
CLOSING DATE:	UNTIL FILLED

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.

The Alternative Care program provides services that are rooted in the cultural values and beliefs to ensure that both the Alternative Care Provider and the children/youth in the home receive culturally intelligent services. These services provide the child/youth with a sense of stability, continuity, socialization and spirituality, which are all very important to the child/youth's mental, physical, emotional and spiritual well-being. The program provides family-based care for children/youth in need of protection and out-of-home placement inclusive of customary care, alternative care and kinship care.

In partnership with Native Child Services, the Alternative Care department is overseeing an Anti-Human Trafficking Program. We have one Anti-Human Trafficking Community Caregiver in Peterborough County and are in the process of having another, however the location is yet to be determined.

The Anti-Human Trafficking Community Caregiver provides Alternative Care beds for children/youth, 12-17 years old, who are survivors of Human Trafficking. These children/youth have been identified by the C.A.R.E. (Children at Risk of Exploitation) Unit, which are specialized intervention teams that pair police officers and child protection workers, to identify, investigate, locate, and engage high risk children/youth who are at risk of, or are victims of, Human Trafficking. Children/youth will be removed from immediate risk and those children/youth at high risk of being sexually exploited will be connected to supportive resources. There will also be preventive work involved to help reduce the risk of children/youth from being exploited and trafficked. As such, the Family Support Worker assists the caregivers with these responsibilities.



PURPOSE OF THE POSITION

Reporting to the Supervisor – Alternative Care, the Family Support Worker will support the Anti-Human Trafficking Community Caregiver in their home and local community, working directly with the children/youth and offering support and respite to the Anti-Human Trafficking Community Caregiver.

We are seeking a Casual Relief pool to provide support in the absence of the full-time Family Support Workers and when additional needs in the homes arise.

In addition to supporting the Anti-Human Trafficking Program, this position will also support other Alternative Care Provider Homes as needed.

HOURS OF WORK

The Casual Relief Family Support Workers will be scheduled as needed and based on availability. Generally, the hours of support provided to the Anti-Human Trafficking Community Caregiver are between 2pm and midnight, Monday to Sunday. However, as needs arise, the hours of work will vary and may not be scheduled in advance.

FAMILY SUPPORT WORKER RESPONSIBILITIES:

- Build positive, respectful, and non-judgemental relationships with human trafficked and or sexually exploited children/youth and their support system.
- Provide one-on-one client support and case management, and acts as an advocate with emphasis placed on providing appropriate resources and connections to community supports and services.
- Record and assess progress on each individuals' goals using a strength-based approach.
- Provide crisis counselling, supportive counselling, conflict mediation and de-escalation skills.
- Provide ongoing assessment of the children/youth needs and to provide individual trauma informed counselling/support.
- Actively assist with daily routines such as laundry, housekeeping and meal preparation.
- Support the supervisor with program evaluation reviews and activities emerging from same.
- Support the Case Management process in coordinating case plans with all relevant service areas within the agency; liaising with external organizations.
- To create and maintain children/youth files; Caseworks
- Complete and submit a daily log of activities at the end of each shift, identifying tasks completed and concerns.



- Commit to attend training (Specific to Human Trafficking survivors, children's development, and culture).
- Meet with the Anti-Human Trafficking Mental Health Worker and following through on plans implemented, related to the clinical needs of the children/youth.
- Capacity to drive youth to various appointments, events, and activities.
- Plan recreation, including cultural, land-based activities.
- Engaging in cultural supports and interventions – culturally informed counselling, therapy and healing with children/youth and families.

Organizational Responsibilities:

- Reflecting and interpreting the Agency Vision, Mission and Core Values in their work.
- Acting in accordance with relevant legislation and Dnaagdawenmag Binnoojiiyag policies, standards, procedures, and best practices.
- Proposing changes within Dnaagdawenmag Binnoojiiyag that would improve the quality of service to the children, families, and communities we serve.
- Developing and maintaining respectful, cooperative working relationships to contribute to integrated, seamless service delivery to our children, families, and communities.
- Understanding their role and responsibility in maintaining a safe workplace and reducing workplace injuries.
- Ensuring accuracy, confidentiality, and safekeeping of agency records.
- Participating constructively in the supervision process with the Supervisor.

EDUCATION AND EXPERIENCE REQUIREMENTS:

- Diploma in the Child & Youth Work/Social Service Work, or related field.
- Two (2) years' experience working with children/youth.
- Experience working with survivors of Human Trafficking/Youth at Risk of Sexual Exploitation will be considered an asset.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing setting will be considered an asset.
- First Aid / CPR certified or willing to obtain.

KNOWLEDGE REQUIREMENTS & CONSIDERATIONS:

- Lived experience in a First Nations, Métis, or Inuit community.
- Must have lived experience or knowledge of Human Trafficking, sexual trauma, and sexual exploitation.
- A strong knowledge of Health and Sex positivity.
- Understanding of Foster Care Licensing Standards including knowledge of Duty to Report and Serious Occurrences, etc.
- A strong understanding of the First Nation, Inuit, and Métis Communities we service.
- Demonstrated practice of Indigenous culture and ways of knowing, being and doing.
- 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.

- Understanding the impact of trauma and intergenerational trauma.
- Competency in working with children/youth who identify as 2SLGBTQI+.
- Ability to handle highly confidential and sensitive issues with discretion, tact, and diplomacy.
- Strong interpersonal skills and a demonstrated ability to form effective working relationships with cultural resources (Elders, healers, etc.), clients, general public, community professionals, First Nations Designated Persons, community representatives and other Dnaagdawenmag Binnoojiiyag Child & Family Services staff.
- The causes and symptoms of mental health and addictions issues.
- Knowledge of prevention strategies, conducting needs and risk assessments and substance abuse.
- An understanding of crisis management and the ability to deal with life-threatening situations including the prevention of suicide.
- Individual, group, and crisis counselling methods.
- Ability to work co-operatively and negotiate effectively within a team setting, the program, the agency, and outside resources.
- Demonstrated competence in working effectively with children, adolescents, and families in a planned, process-oriented, goal-directed method.
- A good working knowledge of community services within the Dnaagdawenmag Binnoojiiyag Child & Family Services catchment area and surrounding areas to assist in service provision.

MANDATORY REQUIREMENTS:

- All applicants for the position must be fully vaccinated against COVID-19.
- Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS).
- Family Support Workers are required to work a flexible schedule outside of our agency's business hours including weekends, evenings, and holidays, to support the needs of the children/youth in the program.
- 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.



HOURLY RATE

- \$ 28.23 to \$ 32.57, depending on qualifications and experience.

TO APPLY

- Please email the following to careers@binnoojiiyag.ca
 - Application for Employment (available at www.binnoojiiyag.ca)
 - Please indicate preferred location in your application
 - Resume (include 3 work related references)
 - A schedule of your availability from Monday to Sunday and holidays.
- 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.