



POSITION TITLE:	ALTERNATIVE CARE WORKER – PLACEMENT
DEPARTMENT:	ALTERNATIVE CARE
REPORTS TO:	ALTERNATIVE CARE SUPERVISOR
CLASSIFICATION:	FULL-TIME PERMANENT
FULL SALARY RANGE:	\$68,934.04 TO \$92,299.40*
LOCATION:	EAST, CENTRAL, or WEST REGION. SPECIFY PREFERRED LOCATION ON APPLICATION
POSTING DATE:	MARCH 27 TH , 2024
CLOSING DATE:	APRIL 10 TH , 2024

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 POSITION

Reporting to the Supervisor, the Alternative Care Worker – Placement is primarily responsible for securing appropriate placements for children and youth on a planned and emergency basis taking into consideration their social history, development, mental health, physical health, cultural/spiritual needs, family dynamics, and availability of resources. The Placement Worker will also act as a liaison with OPRs and complete annual assessments on OPRs in partnership with mainstream societies. The successful candidate may also be assigned a specialization focusing on the areas noted within this job description.

This position will be assigned a specialization focusing on the Placement function of Alternative Care.

RESPONSIBILITIES

Placement Functions:

- Secure appropriate placements for children/youth on an emergency and planned basis.
- Consider all aspects of child/youth's social history, development, mental health, physical health, family dynamics, cultural/spiritual needs, and resource compatibility to ensure that the best match is made.
- Conduct Annual Evaluations on Outside Paid Resources (OPR's) as needed and in partnership with local mainstream agencies.
- Liaison with OPR's for placement activities, complaints, serious occurrences, investigations, problem solving, training, etc. and monitor and address any quality assurance issues that arise in a timely and professional manner.



- Work in partnership with Finance to resolve OPR payment discrepancies.
- Maintain statistics on the placement of children and analyze the statistical data to project program trends and recruitment needs.
- Participate in consultations and case conferences with service providers to discuss placement and service needs of the child to prevent and reduce placement breakdown.
- Is knowledgeable in the Alternative Care Policies and Procedures and educates colleagues on the matter.
- Is knowledgeable in Resource Service Agreement terms and conditions and educates colleagues on the matter.
- Actively participate in external placement committees and network meetings (provincially/regionally/locally) and Intake (mental health beds) and/or service resolution committees (regionally/locally).
- Convene and chair Placement Conferences.
- Distribute and track all Special Rate Agreements (SRAs).
- Is knowledgeable in the process of Inter-Agency Service Agreements (ISAs) and Resource Service Agreements (RSAs), Inter-Provincial Placement Agreement (IPPA) and Shared Care Agreements.
- Participate in public communication, education, recruitment, and retention activities
- Ensure policies and procedures are being adhered to, to facilitate culturally appropriate decision making.
- Ensure contact logs and other related documentation are written and maintained in accordance with agency policies and procedures.

Other Duties:

- Other duties as assigned.

POSITION REQUIREMENTS

Education and Experience Requirements:

- Bachelor of Social Work Degree, or BSW equivalency; OR
- Master's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families; OR
- Bachelor's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families; OR
- Other educational achievements and relevant experiences which, in the opinion of the Executive Director and Director of Services is an equivalency for the purposes of this position.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing setting would be considered an asset.

Availability Requirements:

- Our office hours are 8:30am - 4:30pm, Monday to Friday, with a one-hour unpaid



lunch. However, based on the needs of those we serve, our frontline staff regularly find themselves working outside of these hours, including evenings, weekends, and holidays.

Knowledge Requirements:

- A good working knowledge of child welfare legislation and Dnaagdawenmag Binnoojiiyag Child & Family Services policies and procedures, including the Regional Protocol.
- Knowledge of and a high level of clinical skill with respect to child development, family dynamics, child abuse and neglect.
- Good knowledge of Alternative and Customary Care and Adoption practices and philosophy, analytical skills to resolve problems, identify and meet program requirements.
- Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit, and Métis Communities we serve.
- 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:

- Strong interpersonal and interviewing skills and a demonstrated ability to form effective working relationships with Kinship Service caregivers and Dnaagdawenmag Binnoojiiyag Child & Family Services staff.
- Excellent written and verbal communication skills to share information in a clear, concise, and accurate manner.
- Competence in assuming an advocacy role on behalf of Kinship Service caregivers.
- Well-developed problem-solving skills and mediation skills.
- Good organizational skills.
- Good computer skills, including Microsoft Office Suite and adaptability to new systems.
- Ability to develop and present training material in both a small and large group format.
- The ability to allocate and develop Dnaagdawenmag Binnoojiiyag Child & Family Services' resources.
- Excellent case management skills including the ability to know how and when to appropriately use authority.

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.

WORKING CONDITIONS

- You will be provided a working location with a hybrid work from home option available.
- Travel within the catchment area will be required from time to time.
- At our Agency, we actively encourage a healthy work life balance and aim to ensure working hours do not exceed 35 hours per week and/or do not need to be conducted during evenings and weekends. We recognize however, that needs may need to be met outside of these hours from time to time. We have a flexible work policy where we aim to maintain an 8 hour daily schedule (inclusive of a 1 hr lunch) whenever possible. There may be occasions where your scheduled start and end time will vary outside of 8:30am-4:30pm or that you will need to work extra hours.

STARTING SALARY RANGE

- \$68,934.04 - \$83,083.03, depending on qualifications and experience.

*PLEASE NOTE: The full salary range is the total earning potential for this position. Increases are awarded based on your annual performance review.

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 supervisory 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.