



<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>FULL SALARY RANGE:</b>	\$70,795.26 - \$94,791.49 *
<b>LOCATION:</b>	PETERBOROUGH, ON (HIAWATHA FIRST NATION PERMANENT)
<b>POSTING DATE:</b>	MAY 1 <sup>ST</sup> , 2024
<b>CLOSING DATE:</b>	MAY 17 <sup>TH</sup> , 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.

We seek to support our families in the way they deserve, with care and authenticity, and by recognizing and respecting spirit. We form a wholistic, inclusive and nonjudgmental circle of care with our children at the centre.

### **PURPOSE OF THE POSITION**

Within the Dnaagdawenmag Binnoojiiyag Child & Family Services Service Model, the protection of children and youth is a total community responsibility, everyone has a role to play. Indigenous people have an inherent right and responsibility to raise children in ways that are consistent with traditional child rearing practices. First Nation, Inuit and Métis communities retain the authority to fully participate in decisions regarding their children's care and well-being. These partnerships are described in service agreements and protocols that the Family Service Worker respects and adheres to.

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 On-First Nation 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 challenges 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 On-First Nation 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 On-First Nation Worker will carry a generic caseload and carry out the duties of Initial Assessment (Intake) and Child and Youth Service Worker (child in care) and occasionally Alternative Care (resource).

## **RESPONSIBILITIES**

### **Family Service**

#### **Clinical:**

- Reduce the risk of harm to children utilizing the Risk Assessment Model for Child Protection in Ontario, as follows:
- Conduct Initial Assessments 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.
- Develop 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.
- 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 Representatives or community representatives to seek alternative plans to protect the child while maintaining involvement by parents, family, and community.
- Bring selected cases to Family Court to protect children when authorized to do so by the Executive Director or his/her designate.
- Develop and maintain 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.
- Perform internal and external record checks, i.e., CPIN, 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 families for court.

### **Children and Youth Service**

#### **Clinical:**

## POSITION REQUIREMENTS

### EMPLOYMENT OPPORTUNITY



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- 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 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.

#### **Other Duties:**

- Other duties as assigned.

## **POSITION REQUIREMENTS**

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

- Bachelor of Social Work Degree; or Bachelor of Social Work Degree equivalency;  
OR
- 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.

**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:**

- 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.
- Provide a broad range of therapeutic techniques 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.
- Excellent consultation and co-operation skills in working with First Nations designated persons, community representatives, Elders, and community leaders.
- Excellent verbal communication skills 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:**

- 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.
- Must be willing to work flexible hours including weekends, evenings and holidays as required.

#### **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 the needs of the children, youth and families that we work alongside do require services outside of these hours. We have a flexible work policy where we aim to maintain an 8 hour schedule (inclusive of a 1 hr lunch), but there are occasions where such planning is not possible. In this role, you will need to have flexibility in your work schedule.

#### **SALARY RANGE**

- \$70,795.26 - \$85,326.27, 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](mailto:careers@binnoojiiyag.ca)
  - Application for Employment (available at [www.binnoojiiyag.ca](http://www.binnoojiiyag.ca))
  - Please indicate preferred location in your application
  - Resume (include 3 work related references)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.



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- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis, and those with close affiliations.