



Children's Aid Society
La Société d'aide à l'enfance
NIPISSING & PARRY SOUND



Bilingual Child and Youth Worker x2

*see note below
Permanent Full-Time

SALARY: \$55,925 to \$67,379

SUMMARY:

We are looking for a unique, engaged and dynamic individual to join our team in the capacity of Bilingual Child and Youth Worker. The above permanent full-time position is located in our North Bay office. Utilizing a framework grounded in trauma informed practice and attachment strategies, the successful incumbent will provide a wide range of hands-on support services to children and families in the child welfare system, resource parents, kin providers and to children and caregivers throughout the community. Duties may include but are not limited to; providing one-on-one information and resources to children, families, and internal and external professionals on understanding the etiology of children's behaviours and best practices in working to support difficult situations in the home and in the community. All actions are performed according to the vision, mission, values and overall strategic direction of PARNIPCAS. This position is within the Bargaining Unit.

QUALIFICATIONS:

- Child and Youth Worker Diploma
- Consideration will be given to other Social Services qualifications in combination with related experience
- Ability to think critically within a crisis driven environment
- Demonstrated strong communication skills with children and adults
- Ability to incorporate a solid understanding of the impact of early childhood adversity and how it affects individuals' actions and reactions
- Demonstrated organizational skills, including the ability to meet deadlines and priorities when faced with competing demands and working under pressure
- Ability to maintain a high standard of privacy and confidentiality in the performance of duties
- Ability and willingness to work flexible hours
- Satisfactory Police Records Check and Vulnerable Sector Screening
- Valid Ontario class 'G' Driver's Licence, satisfactory Driver's Abstract and vehicle required
- Satisfactory Provincial Child Welfare Check
- **Bilingualism (French/English) is essential. Proficiency will be tested.**

ASSETS:

- Strong knowledge of Indigenous culture
- Knowledge of various Acts and Legislations, including but not limited to; the Child, Youth and Family Services Act (CYFSA) and flexibility with respect to implementing new policies, practices and Ministry directives
- Sensitivity to and awareness of issues facing First Nations, Inuit and Métis (FNIM) people and the Pathway to Reconciliation
- Recognition of and sensitivity to Anti-Oppression and broad social injustices including, poverty, sexual orientation, race and ethnicity and other forms of discrimination, including disabilities, and their systemic impact on service users, employees, and community as a whole

APPLICATION PROCESS

Qualified applicants are encouraged to email their resume and cover letter to the Human Resources Department:
hr.information@parnipcas.org.



We are committed to having a workforce that is reflective of the diversity of our community and strongly encourage applications from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

PARNIPCAS is also committed to a barrier-free, respectful, accessible, and inclusive work environment. We will endeavor to remove any barriers to the hiring process to accommodate those applicants with disabilities. Please inform Human Resources in advance should accommodation be required at any point in the recruitment and selection process.

*All successful candidates will fall within the Child, Youth and Family Support Services Department. Work assignments within the same job classification will be dependent on operational needs.

Reference #: 07-24