We're HIRING

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

Permanent Full-Time

Child Welfare Worker

Team: Investigation and Assessment

*see note below

SALARY: $64,236 to $95,441

SUMMARY:

We are looking for a unique, engaged and dynamic individual to join our team in the capacity of Child Welfare Worker – Investigation and Assessment. The above permanent full-time position is located in our North Bay office. The incumbent will deliver a range of services not limited to; conducting child abuse and neglect investigations, assessment of safety and risk, working with children, youth and families to mitigate risk and promote well-being, in addition to working collaboratively to identify, locate, and engage relatives, kin, and other significant connections.

All actions are performed according to applicable regulations, Ministry standards and guidelines, and the vision, mission, values, and overall strategic direction of PARNIPCAS. This position is within the Bargaining Unit.

QUALIFICATIONS:

- Master of Social Work or Bachelor of Social Work
- Consideration will be given to other Social Services qualifications in combination with related experience
- Demonstrated understanding and commitment to quality service and best practice
- Ability to think critically within a crisis driven environment
- Demonstrated strong communication skills with children and adults
- Demonstrated organizational skills, including the ability to meet deadlines and priorities when faced with competing demands and working under pressure
- Demonstrated knowledge of developmental stages of children, parenting skills and addictions
- Ability to maintain a high standard of privacy and confidentiality in the performance of duties
- Satisfactory Vulnerable Sector Check
- Valid Ontario class 'G' Driver's Licence, satisfactory Driver's Abstract and vehicle required
- Satisfactory Provincial Child Welfare Check
- Bilingual (French/English) is required. Proficiency will be tested.

ASSETS:

- 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 applicants from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

PARNIPCAS is 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.

*Although it is intended that the successful candidate will be assigned to the Investigation and Assessment Department, the incumbent may be reassigned to other departments within the same job classification based on operational demands.