

2022-31

York Region Children's Aid Society

16915 Leslie Street

Newmarket, ON L3Y 9A1

Fax# 905-898-7741 or email: human.resources@yorkcas.org

June 24th, 2022

Applications are now invited for the position of:

Casual After Hours Worker

NATURE OF POSITION

1. To screen all calls directed to the Intake & Assessment Department to determine whether a referral is eligible for services according to the Risk Assessment Model for Child Protection in Ontario, Revised 2000.
2. To provide information, consultation, assessment, crisis intervention to sources of referral such as other professionals and liaises closely with other service providers in the community to ensure optimum delivery of services.
3. Where a referral is not eligible for services, provides by telephone brief supportive services and referrals to other resources in the community where appropriate.
4. Where a referral is eligible for services performs an investigation according to the Risk Assessment Model, including performing a Safety Assessment and, at times, making Verification and Protection decisions.
5. To ensure immediate safety of children through a Safety plan that may include, where appropriate, bringing children to a place of safety. To prepare admission information for children admitted into care.
6. To investigate cases of alleged physical and/or sexual abuse involving children in care of the Society and in some cases wards of other Societies placed in York Region. To conduct joint investigations with the police, where appropriate, the parent Society, and with the Ministry regarding abuse involving any child in care of the Society.
7. To conduct joint investigations with police, as appropriate to ensure the safety of children.
8. To provide information, assessment and support to all service departments as per activities occurring during after hours including alerts placed by day staff, problem solving with foster parents, resolving Drives and Access issues etc.
9. Filing Serious Occurrence Reports as required.
10. To communicate with day staff regarding information taken and action initiated on cases during after hours.

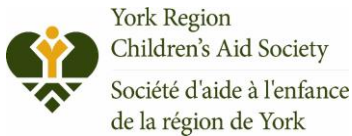
11. Providing after hours support for Dnaagdawenmag Binnoojiiyag Child & Family Services (i.e., protection investigations, transportation of children in care, consultations with on-call supervisor, communication to day staff).

REQUIRED KNOWLEDGE:

- An excellent working knowledge of the Child, Youth and Family Services Act, The Ontario Differential Response Practice Model, Child Protection Standards in Ontario, and Ontario Child Protection Tools.
- Excellent verbal communication skills in order to interact with clients, all levels of Society staff and management and community professionals.
- Interpersonal skills to liaise with other professionals and to deal effectively with clients specifically when required to use the authority inherent in the Society mandate. Strong engagement skills.
- Good analytical skills to assess referrals regarding possible child neglect/abuse, to determine the requirement for crisis intervention and take appropriate action.
- Good organizational skills to respond to fluctuating workloads; respond immediately to crisis calls and prioritize effectively.
- Teaching skills to provide community education in abuse and child welfare.
- Good written communication skills in order to document information in a clear, concise and accurate manner.
- Strong interviewing and crisis intervention skills in addition to a basic knowledge of child development.
- Strong skills to work both independently and as well as in a team.
- Bilingualism in French would be considered an asset.
- Refer to the approved job description for details of job duties and responsibilities.

REQUIRED EDUCATION AND QUALIFICATIONS:

- Qualified candidates will possess a Bachelor of Social Work Degree / Master of Social Work or BSW equivalency of:
 - Master's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families.
 - Bachelor's Degree in a Human Services related field, and a minimum of three (3) years relevant experience working with children and families.
- Current, authorized Protection Worker
- A class "G" driver's license and daily access to an insured vehicle required



PAY RATE: \$11.63 per hour for on call service and an additional \$21.20 per hour for actual call out service.

HOURS OF WORK: Evenings, overnights, weekends, and holidays. Vary by availability (hours not guaranteed).

Candidates that meet the qualifications are welcome to apply and should do so in writing to human.resources@yorkcas.org no later than 11:59 p.m. on July 5th, 2022. **Please quote job posting #2022-31 Casual After Hours Worker.**

We appreciate all applications received. All communications will be held in strict and professional confidence. Only those candidates selected for an interview will be contacted. We thank all applicants for their submissions.

Anti-Oppression/Anti-Racism at York Region Children's Aid Society

YRCAS is committed to having a workforce that is reflective of the diversity of York Region and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Diversity, Equity & Inclusion

York Region Children's Aid Society is committed to employment equity, diversity and inclusion in the workplace, and fostering equity, diversity and inclusion in recruitment practices is a key aspect of the search process. The current posting is in search of candidates who identified from the following equity seeking groups; women, racialized persons/persons of colour, Indigenous Peoples, persons with disabilities, and persons of the 2SLGBTQ+ community. If you are of the aforementioned identities, and feel comfortable making it known, you may choose to self-identify as member of a designated group. Any information directly related to you is kept confidential and used in a safe manner to inform our recruitment process towards being an equal opportunity employer.

Vaccination Policy

The successful candidate will be made an offer of employment on the condition of being fully vaccinated against COVID-19. Fully vaccinated is defined as having received all of the required doses of a Health Canada approved vaccine and having received the final dose at least 14 days before your employment start date. The candidate will be asked to provide York Region Children's Aid Society with proof of full vaccination, prior to the candidate's employment start date. Acceptable proof includes an Ontario Ministry of Health COVID-19 vaccine receipt which you can obtain through the Provincial portal <https://covid19.ontariohealth.ca/>, or other government-issued vaccine passport or certification. As described above, the requirement to be fully vaccinated is subject to the Ontario Human Rights Code. If the candidate is unable to receive the COVID-19 vaccine for a reason protected by the Code, requests for



York Region
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de la région de York

accommodation from the vaccine policy will be assessed on a case-by-case basis and will be subject to York Region Children's Aid Society accommodation process.

Accommodation at YRCAS

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants that may require accommodation during the selection process are encouraged to notify the Human Resources Department when contacted for an interview.

Human Resources will work together with the hiring committee to arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.