



York Region
Children's Aid Society
Société d'aide à l'enfance
de la région de York

YORK REGION CHILDREN'S AID SOCIETY

16915 Leslie Street
Newmarket, ON L3Y 9A1

POSTING #2022-38

June 23, 2022

Applicants are now invited for the position of:

PROTECTION SUPERVISOR
CHILD PROTECTION SERVICES
(INTIMATE PARTNER VIOLENCE TEAM)

PUPOSE OF POSITION:

Reporting to the Manager of Child Protection Services, the Supervisor will direct, coordinate and evaluate the provision of Child Protection Services to Agency clients within the Region of York through the development and monitoring of service delivery processes and the effective supervision of staff. This position will ensure that programs and services are provided in accordance with the Child, Youth and Family Services Act and other pertinent legislation, Ministry Standards and guidelines and Agency policies, directives and procedures. The focus of this position will be to lead a team of Child Protection Workers supporting families who are experiencing Intimate Partner Violence and/or Violence Against Women while engaging and partnering with community agencies to enhance service delivery. This position will provide leadership, education, and resources to the agency as it relates to IPV/VAW resources, clinical practices, and local protocols of service delivery.

MAJOR RESPONSIBILITES:

- The successful candidate will be responsible for the Supervision of a team of front-line workers.
- The successful candidate will ensure the most effective utilization of staff for which he/she is responsible and other resources in the delivery of service according to the Society's policies and goals.
- The successful candidate will evaluate the quality and relevance of the service provided and the effective use of staff for which he/she is responsible.
- The successful candidate will be a member of the Management Team and as such will participate in the planning and coordinating of the Society's mandate and will make recommendations and exercise decision making authority in certain areas regarding service issues and any matters related to the Society's operation.
- The Supervisor will direct, exercise decision-making authority, coordinate and evaluate the activities of his/her team members, in order to ensure an adequate standard of service to clients.
- To assign cases/tasks to staff as appropriate or required.
- Assumes clinical responsibility for advising staff regarding casework planning, intervention/treatment strategies, etc.
- To review and assess pertinent case information and make decisions regarding child and youth safety within the context of best interests of families.

- To provide professional direction and clinical expertise to staff on an ongoing basis and on difficult cases as required including problem solving in crisis situations and strategizing interventions.
- To review case progress and consults with staff on a regular basis to ensure clients are accurately assessed and to monitor the effectiveness of services provided and Agency practices and procedures.
- To recommend changes to service delivery as required and ensure the effective implementation of the same.
- To provide back-up to other Supervisory positions as required.
- To supervise and manage the activities of assigned staff and ensure that child protection and other pertinent legislation, Ministry Standards and guidelines and Agency policies, directives and procedures are adhered to.
- To evaluate the effectiveness and quality of services provided, identify gaps in service, participate in the development of agency service plans, budget submissions, goals and objectives, and policies and procedures through participation in Agency committees and task forces and direct input to Senior Management as required.
- To act as a member of the Agency's Supervisory Team and participate in the planning, development and formulation of recommendations for improved agency- wide service delivery.
- To develop recommendations for changes in service delivery and prepare proposals for submission and presentation to the Supervisory Team for discussion and approval or to Senior Management for consideration and approval.
- To participate in implementation of recommendations as required.
- To attend Agency Board of Director' meetings and represent program statistics, proposals, accountabilities to committees of the Board upon request.
- To coordinate and manage special projects as assigned.
- To represent the Agency on external committees, task forces, planning groups/bodies as assigned.
- To recommend the hiring/termination of staff or the transfer of staff within the Agency.
- To ensure the orientation and instruction of new staff.
- To evaluate performance, in consultation with individual staff, on an annual basis in relation to their job description and mutually agreed upon goals and objectives.
- To facilitate professional development of staff including identifying training needs for both new and experienced staff and ensure enrolment in appropriate programs to meet such needs.
- To communicate agency key messages and priorities to staff
- To participate as agents in change management initiatives
- To provide After-Hours Supervisory duties for After Hours Workers on a rotational basis
- Other related duties as may be assigned by the Manager and/or Director, Child Protection Services

QUALIFICATIONS:

- Bachelor's Degree in Social Work (Master's Degree is preferred) from a university of recognized standing, combined with a minimum of three years' frontline child welfare experiences or Bachelor's Degree in a related social service area from a university of recognized standing, combined with a minimum of five years' frontline child welfare experience.
- Supervisory experience is an asset.
- Knowledge and Experience related to Intimate Partner Violence and Violence Against Women will be considered an asset.
- Demonstrated knowledge and understanding of Gender Based Violence and Intersectionality.

- This employer promotes equal employment opportunities for all applicants. Persons of equity seeking groups will be given preference. We invite applicants to self-identify.
- Thorough knowledge of the Child, Youth and Family Services Act and other pertinent legislation, regulation, policy, legal processes, diversity, equity and inclusion principles and trends.
- Excellent collaborative partnership skills with both internal and external stakeholders and with the community at large.
- Experience and strong working knowledge of diversity, equity and inclusion issues in a child welfare setting and the impact on service delivery.
- Demonstrated leadership potential, strong communication and sound decision-making skills.
- Professional integrity and the ability to maintain strict confidentiality is essential.
- Previous supervisory training is an asset.
- Bilingualism in French and/or other languages is an asset.

PAY GRADE: 9 (\$89,476.47 - \$113,420.86)

HOURS OF WORK: 33.75 Hours per week

Employment at York Region Children's Aid Society is conditional upon the verification of credentials, a satisfactory vulnerable sector check, proof of COVID-19 vaccination (2 doses required), as per YRCAS Mandatory COVID-19 Immunization Policy.

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 6, 2022. **Please quote job posting #2022-38.**

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. At the request of the candidate, post interview feedback will be provided verbally at the end of the recruitment process, at a mutually agreeable time.

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 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.