



FAMILY &
CHILDREN'S SERVICES
OF THE WATERLOO REGION

Help Today for a Better Tomorrow

Kinship Services Worker (2 positions)

Family & Children's Services of the Waterloo Region is a community organization legally mandated to respond to and work together with families, their supports, and our communities to protect and care for children who have been abused or neglected, or who are at risk of being abused or neglected.

Our Agency is fully committed to creating a diverse, inclusive, equitable and accessible workplace that supports employees to be authentic and fully engage in shaping a healthy workplace and community where children, youth and families thrive.

To continue to support the work that we do, the Agency is looking for two Kinship Services Workers to join our team. There is one regular, full-time role and one 12-month contract available.

Kinship Services Workers screen, assess, educate, and support Kinship family applicants so that, to the greatest extent possible, the Agency has identified Kin who will support children and youth and promote their need for safety, well-being, and permanence. This role also collaborates with Kin caregivers, children placed with Kin, primary families, community service agencies, and agency staff to ensure that children's needs are met. Kinship placements are supervised according to Kinship standards.

Knowledge & Skills Required:

- MSW or BSW preferred
- Working knowledge and understanding of Colonization and the impact of child welfare services on Indigenous people (historically and present day)
- Working knowledge and understanding of Anti-Black racism and the impact of child welfare services on Black people (historically and present day)
- Strong assessment skills pertaining to child development and family functioning
- Proficient in conducting file reviews and genealogical/internet/database research to locate Kin
- Knowledge of the Eligibility Spectrum, SAFE, PRIDE, ONLAC, and Signs of Safety Assessment and Planning Framework would be an asset
- Knowledge of 360 Family Engagement Model, Trauma and Attachment theory, Child Development and Family Group Decision Making models would be an asset
- Demonstrated ability to work independently and collaboratively
- Excellent oral and written communication skills
- Experience in Adult Education/training, group facilitation, and mediation would be considered an asset
- Child Welfare experience considered an asset
- Acceptable Vulnerable Persons Criminal Record Check and Driver's Abstract
- Valid 'G' Ontario Driver's License with access to reliable vehicle

Salary Range:

\$59,746.02 - \$77,213.16 per annum

Social Work Grade 7

Articles 15&16 apply to internal candidates.

Application Process:

Interested internal applicants are invited to submit a resume to internal.resume@facswaterloo.org, no later than 4:00pm on October 16, 2024, quoting posting #021-2024.

Interested external applicants are invited to submit a resume to resume@facswaterloo.org, no later than 4:00 pm on October 16, 2024, quoting posting #021-2024.

Diversity, Equity, and Inclusion:

Family & Children's Services is committed to a diverse, inclusive, equitable and accessible workplace. We encourage applications from Indigenous and Racialized people, women, 2SLGBTQIA+ people, and people with disabilities to ensure we get the best, most creative talent on our team. If you 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.

Accommodation at Family & Children's Services of the Waterloo Region:

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 need to make any accommodation requests for the interview or selection process known in advance by contacting the Human Resources Department at 519-576-1329. Human Resources will work with the applicant and the interview committee to arrange reasonable and appropriate accommodation for the selection process, which will enable you to be assessed in a fair and equitable manner.