



FAMILY &
CHILDREN'S SERVICES
OF THE WATERLOO REGION

Help Today for a Better Tomorrow

Family and Community Worker

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.

Why work for us?

Flexible working model

Flexible work schedules

Casual dress code

Employer paid group insurance health & dental benefits

Employee and Family Assistance Plan

Generous vacation policy

Two float days per calendar year

OMERS Pension, with employer and employee sharing premiums equally

Competitive mileage reimbursement

To continue to support the work that we do, the Agency is looking for a 2 full-time contract Family and Community Workers to join our team (one approximately 4-month contract and one approximately 16-month contract).

This position focuses on promoting the well-being of children by fostering positive working relationships between the agency, organizations, and the broader community. Responsibilities include providing coaching support to families, helping identify and address home safety concerns, and linking families to community resources. The role also involves facilitating and coordinating access to services that support ongoing contact between children and caregivers, assessing family functioning, and enhancing parenting skills. The position requires the application of trauma and attachment theory. Collaborative teamwork with community partners is essential to provide effective services to families.

This position requires flexible hours and is regularly required to work evenings.

Knowledge, Skills, and Qualifications:

- Community College diploma in the human services field; or relevant undergraduate degree or equivalent
- Two (2) years' experience in working with at risk families.
- Demonstrated experience in working in family homes to promote positive change in family functioning utilizing a family centred practice approach.

- Demonstrated ability to support child and parent interactions.
- Demonstrated experience facilitating parent, child and youth groups.
- Solid understanding of child development, adult education and attachment and trauma informed practice
- Demonstrated time management skills, above average written and oral communications skills.
- Valid 'G' Ontario Driver's License and access to reliable vehicle

Employment at Family & Children's Services of the Waterloo Region is conditional upon the verification of credentials and employment, a satisfactory police check, and a satisfactory Child Welfare check.

Salary Range: \$60,492.83 - \$78,178.31 per annum (Social Work, Grade 7)

Hours of Work: 34 hours per week

Article 15 applies to internal applicants.

Application Process:

Interested internal applicants are invited to submit a resume to internal.resume@facswaterloo.org, no later than 4:00pm on March 31, 2025, quoting posting #008-2025.

Interested external applicants are invited to submit a resume to resume@facswaterloo.org, no later than 4:00 pm on March 31, 2025, quoting posting #008-2025.

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.