



FAMILY &  
CHILDREN'S SERVICES  
OF THE WATERLOO REGION

*Help Today for a Better Tomorrow*

## **Children and Youth Services Worker (Contract)**

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 full-time contract Children and Youth Services Worker (12-month contract) to join our team.

The Children and Youth Services Worker is responsible for assessing and delivering services required by children/youth in the care of the Agency (and their families) in order to ensure that children remain in a safe environment and that their physical, mental, social and educational growth and development is promoted to the level of the child's potential. This position collaborates with primary families, Agency staff, caregivers, residential service providers and community service agencies to ensure that children's needs are met.

### **Knowledge, Skills, and Qualifications:**

- MSW preferred, BSW or related bachelor's degree combined with child protection experience
- Previous experience in child welfare an asset
- Experience working with at risk children and families
- Knowledge and understanding of child development
- Demonstrated ability for creative and innovative thinking
- Ability to adjust to change
- Demonstrated clinical skills in the areas of Trauma and Attachment, Family Centered Practice, Family Finding and Anti-Oppressive Practice
- Familiarity with provincial child welfare legislation

- Knowledge and experience of court procedures an asset
- Above average written and oral communication skills
- Demonstrated time management skills
- Valid G Ontario Driver's License with 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:** \$65,626.75 - \$88,033.14 per annum (Social Work, Grade 8)

**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](mailto:internal.resume@facswaterloo.org), no later than 4:00pm on March 31, 2025 quoting posting #009-2025.

Interested external applicants are invited to submit a resume to [resume@facswaterloo.org](mailto:resume@facswaterloo.org), no later than 4:00 pm on March 25, 2025, quoting posting #009-2025.

#### **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.