

PCAS25-019- Child Protection Worker (Flex) – CWICE (12 Month Contract)

Job Title: Child Protection Worker, Flex

Department: Permanency

Location: Peel CAS, 25 Capston Dr. Mississauga, Ontario

Application Deadline: April 15, 2025

Hourly Grade: Authorized Workers: \$41.38-\$53.30

Unauthorized Workers: \$38.15

ROLE

Reporting to the CWICE Manager, the Child Protection Worker (Flex)- CWICE provides for the protection of children as defined by the Child, Youth & Family Services Act. As a member of the CWICE, the focus of this position will be on providing flexible services, including assessment services to children and families where protection concerns exist and specifically where there is an intersection between immigration, settlement, integration, and child welfare issues.

The key responsibilities of this role are assessing risk, well-being and planning for permanency through strong collaboration with families and community partners. This position will require attending the Airport, and the flexibility to undertake investigation/assessment, and flexible responsibilities as needed, to support the service level requirements of the CWICE program.

This position supports and contributes to the agency's commitments to Leadership, Excellence, Strength Based Practice and commitment to DEI practice along, with promoting the Agency's mission, values and strategic initiatives.

PRINCIPAL RESPONSIBILITIES

- Screening, investigating and assessing the full range of cases referred to the Agency, with an immigration, settlement, or border-related component.
- Assessing the risk of children/youth, ensuring their safety, including possible admission.
- Assisting families to mobilize their capacities and environmental resources to improve family functioning.
- Make provision for the placement of children/youth who are unable to be protected in their home.
- Assisting families through Court proceedings.
- Collaborating with other community agencies on behalf of clients and the Agency.

- Compiling reports, records and case summaries within time frames.
- Assessing the safety and well being of children/youth and ensuring their adequate placement in the community, foster care, and/or outside resources.
- Arranging referrals of children/youth to appropriate resources and community organizations as required.
- Liaising with others such as Assessment Workers, Ongoing Workers, Kinship and/or Permanency Workers, foster parents, volunteers, etc. as part of the service team.
- May be required to promote learning and provide orientation and training to staff.
- May be required to provide consultation to staff regarding cases, agency policy and practice.
- CWICE data tracking and entry as required.
- CWICE project work as required.
- Supports the service needs of any department as required.
- Works in a safe manner in accordance with the Society's health and safety policies procedures and all relevant legislation.
- Complies with Society's policies and procedures.

JOB SPECIFICATIONS/COMPETENCIES

- Good understanding of the Child and Family Services Act and other relevant child welfare legislation, the Ontario Risk Assessment model, and Society policies, procedures, and guidelines as they relate to Society programs and services.
- Excellent skills in child welfare case management.
- Attention to detail and time management related to data entry and tracking.
- Superior skills and experience in clinical assessments.
- Good verbal and written communication skills, particularly with recordings and reports.
- Experience in the settlement or immigration sector, work on the intersection of child welfare and immigration, or related training is considered an asset.

- Knowledge of ongoing services, placements, initiating VYSAs, and child in care issues.
- Knowledge of and experience with immigration and settlement issues and how they impact individuals, family functioning and permanency.
- Knowledge of and experience with unaccompanied and separated children, and/or repatriating children and youth to Canada.
- Excellent collaboration and partnership.
- Demonstrated skills in the areas of risk assessment and safety planning.
- Demonstrated comfort in the use of authority, and high skills in goal directed casework.
- Demonstrated ability to write clear and concise reports and to be able to meet deadlines.
- Proven ability to handle crises in a calm manner and work co-operatively within a team setting, as well as the ability to elicit co-operation from others.
- Effective communication skills and competence in problem-solving and conflict resolution.
- Computer skills in current and new Agency programs.
- Flexible, strong, competent, and able to work independently.
- High energy level, enjoys stimulation and thrives on variety and change.
- Proficiency in the French and other languages is an asset.

QUALIFICATIONS

- BSW or MSW degree from a recognized university and at least two years of related experience in a child protection role.
- A class "G" driver's license and daily access to a vehicle are required.
- Experience in and a knowledge base related to Immigration and Settlement issues will be an asset.
- CWICE 101-108 training is considered an asset.

HOURS OF WORK:

- 9am-5pm - Monday to Friday

- Working hours may vary and applicants must be flexible to work outside of standard office hours.
- Varying locations, including airport responses.

What We Offer

- Competitive salary and a generous compensation and benefits package
- Semi-private hospitalization and prescription drugs coverage
- Flexible options for hybrid remote work
- Employee Assistance Plan
- Interactive Employee Wellness Programs
- Extensive Training & Development opportunities
- Introductory Webinars (WHMIS, AODA, Health and Safety)
- Generous Pension Plan through OMERS (part-time and full-time employees are entitled to enroll)
- Onsite Gym
- Staff Lounge

Child welfare is a rewarding career option that enables caring individuals to support the community and make a positive difference in the lives of children, youth, and families. As one of the largest CAS's in the province, we are proud of our ongoing innovation and leadership throughout the sector. Seeing well over 10,000 families a year, Peel CAS has the lowest number of children and youth in care per capita across Canada. 99% of the work we do is with children, youth, and families in their own homes. We are also home to the Child Welfare Immigration Centre of Excellence (CWICE) which is the centralized service in Ontario that supports child welfare organizations on cases involving unresolved immigration, settlement, or border-related issues. In addition, Peel CAS offers extensive programming dedicated to youth success through our Trailblazers Youth Centre, developed and led by youth to access exceptional services and supports to thrive, belong, build life-long connections and position themselves as leaders.

As an equal opportunity employer, we value Diversity, Equity, and Inclusion (DEI) and Truth and Reconciliation. We are grateful that our workplace diversity is representative of the communities that we serve and are committed to creating an inclusive environment where

all employees feel like they belong. Should you require accommodation during the recruitment and selection process please contact us at tkhaira@peelcas.org