

Family Services Worker

Competition #2526/1

We uphold our responsibility to a community-wide vision of belonging, safety and well-being for children and young people within family, community and culture.

Employment Type:	Full-Time	Duration:	Permanent
Location:	Kingston	Anticipated Start Date:	As soon as possible
Schedule:	N/A	Hours of Work:	8:30am-4:30pm
Hours Per Week	35 hours	Available Positions:	1
Salary Range:	\$65,231-\$83,252	Posting Date:	01/05/2025
Internal Closing Date:	07/05/2025	External Closing Date:	10/05/2025

Job Summary: The incumbent will investigate and assess child protection referrals as well as respond to inquiries and non-child protection referrals. Provide counseling utilizing crisis intervention and problem-solving skills. Provide various agency support services. Provide ongoing (voluntary and non-voluntary) child protection services to children, youth, and families where the child/youth needs protection or is at risk of maltreatment. Arrange and conduct interviews to understand individual and family functioning, strengths and needs, risks to children, supports available to the child, youth, and family. Develop assessments and service plans in collaboration with families including kin and community services. Responsible for completion of case recordings, social histories, correspondence, and legal documents

Required Qualifications:

- Bachelor of Social Work Degree preferred, however, consideration may be given to applicants who or a degree in Social Sciences with a minimum of 2 years related experience in a professional paid position working with families and children
- Knowledge of the Child, Youth and Family Services Act and Ministry of Community, Children and Social Services protection standards
- Strong Knowledge of and understanding of anti-racism and anti-oppression principles and ability to incorporate these in the day-to-day practice (such knowledge can be from both lived or work experience).

- Knowledge of anti-black racism, oppressive practices and its impact on equity deserving communities in our region, knowledge of child protection legislation (CYFSA) tools (Eligibility Spectrum), standards, and practise framework (Signs of Safety)
- Experience in the delivery of First Nation Child and Family Services is a strong asset.
- Demonstrated excellence in family and individual assessment and engagement skills
- Excellent counseling and negotiation skills
- Ability to work in a team environment
- Possess a valid driver's license with access to a vehicle
- Family and counseling experience
- Excellent organization and writing skills

How to Apply:

- Email your resume and cover letter to the People and Culture team at RECRUITMENT@FACSFLA.CA
 - Include the Competition File Number AND Job Title in the Subject Line
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We thank all applicants for their interest, however, only those selected for an interview will be contacted.

Equity, Diversity and Inclusion

At FACSFLA, we are committed to building an inclusive and diverse workforce to provide the best support to the children, youth and families we serve. In support of our Strategic Priorities, we are seeking members who reflect diverse identities, lived experiences and perspectives to assist the organization in reflecting the community we serve. This is consistent with our obligation under the Ontario Human Rights Code to ensure that our hiring practices remain equitable to candidates from groups protected by the prohibited grounds under the Code.

Accommodation

The Agency will provide support in its recruitment processes for applicants with disabilities, including accommodation that considers an applicant's accessibility needs. If you require accommodations during the interview process, please contact a member of the People and Culture team at recruitment@facsfla.ca

Benefits

- Hybrid work model option
- Health, dental, vision, travel insurance
 - temporary employees receive a percentage in lieu of benefits
- Health care spending account
- OMERS Pension
- Learning and development opportunities
- Employee and Family Assistance Program (EFAP)

Mobility of Employees in the Child Welfare Sector

Where an applicant from a participating Ontario Child Welfare Organization is successful in a job competition, service-based entitlements for wages and vacation shall be based on the length of their most recent period of continuous service, given there is not gap between employment of the 2 agencies. The foregoing does not apply to seniority-based entitlements.

To learn more about FACSFLA, please visit our website: [Family and Children's Services of Frontenac Lennox and Addington](#)

