

Family Services Worker

Competition #FACSFLA-2526-33

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:	Temporary Full Time	Duration:	12 months
Bargaining Unit:	CUPE Local 7548	Anticipated Start Date:	TBD
Location:	Kingston	Hours of Work:	8:30 a.m. – 4:30 p.m. Flexibility is required
Schedule:		Available Positions:	Two (2)
Hours Per Week:	35 hours	Posting Date:	March 23, 2026
Salary Range:	\$65,231 - \$83,252	Internal Closing Date:	March 27, 2026
		External Closing Date:	Open until filled

Introduction:

Family Services Workers provide specialized services within one of two dedicated streams: Investigations or Ongoing Services. Duties of the position will vary based on the assigned stream, as outlined below.

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 requires 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 practice framework (Signs of Safety)
- Authorized Child Protection Worker
- 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
- Strong knowledge of French language will be an asset.

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 that reflects the children, youth, and families we serve. Aligned with our Strategic Priorities and values of Truth & Reconciliation and equity, we encourage applicants with diverse identities, lived experiences, and perspectives — including those who are Black, Indigenous, People of Color, 2SLGBTQ+, living with disabilities, or with lived experience in child welfare. This commitment is also consistent with our obligations under the Ontario Human Rights Code to ensure equitable hiring practices.

Accommodation

FACSFLA is committed to an inclusive, accessible, and equitable environment for all. In line with the AODA and our equity goals, we aim to ensure that all individuals—especially Indigenous and equity-

deserving children, families, and staff—have fair access to opportunities, services, and support with dignity and respect.

We value meaningful accommodation as part of a healthy, collaborative workplace. If you require accommodation due to a disability, medical need, or other protected ground, please contact the People and Culture team at recruitment@facsfla.ca We'll work with you to find respectful and inclusive solutions.

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 no 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](#)

