

EXTERNAL JOB POSTING

POSITION:	FAMILY AND CHILD WORKER
REPORTING TO:	PROGRAM COORDINATOR
JOB TYPE:	FULL-TIME, CONTRACT (14 MONTHS)
POSTED DATE:	MAY 3, 2018
APPLICATION DEADLINE:	UNTIL FILLED
EXPECTED START DATE:	ASAP
LOCATION:	TORONTO

ABOUT CHILD DEVELOPMENT INSTITUTE

Child Development Institute (CDI) is a leading children's mental health agency in the City of Toronto. CDI offers a range of services to approximately 4,000 children ages 0-12, youth 13-18 and their families each year. Our mission is to promote and support the healthy development of children and to strengthen the families and communities in which they live. We provide four streams of service to families in need: early intervention including the SNAP® (Stop Now And Plan) program, family violence and shelter services, Integra programs for children, youth and their families with learning disabilities and mental health issues (LDMH), and healthy child development.

POSITION SUMMARY

Family and Child Workers have a sound understanding of the theories that inform the development and treatment of problem behaviours and emotional difficulties in latency aged children and their families. FCWs must engage often hard to reach clients and work collaboratively with the family to develop a treatment plan tailored to their individual strengths and needs, managing risky behaviours when necessary. FCW's endorse a scientist-practitioner model, delivering an evidence-based program which includes individual, family and group counselling; within the framework of the Institute's vision, mission, values and goals. Working on a multi-disciplinary team FCWs have an understanding of the complexities of family life, group dynamics, role-play, and behaviour management techniques. FCWs have highly developed social skills and relate effectively to a wide variety of audiences, responsible for liaising with child welfare, schools and other community partners.

DUTIES & RESPONSIBILITIES

- Assesses child and family strengths and needs, including risk identification, according to program standards
- Develops treatment plans and goals in conjunction with the family, addressing risk management
- Provides internal and external case management and service coordination for designated clients.

- Carries out various treatment components outlined in plan, including but not limited to: individual, family, and group counselling with parents and child, effectively liaises, consults, and collaborates with other service providers (e.g. police) and makes appropriate use of community resources, acts as an advocate when needed (within the school and child welfare systems)
- Works within the following environments: home, community, school
- Implements SNAP therapeutic model guided by CBT framework and may incorporate additional therapeutic modalities as required.
- Follows program guidelines including the writing of reports, and record keeping
- Participates in quality assurance, evaluation, data collection and research activities
- Manages high risk and aggressive behaviour in accordance with agency standards
- Carries out discharge planning with families
- Actively participates and makes use of on-going clinical supervision
- From time to time, participates in committees internal or external to the agency
- Represents agency in a positive manner, promotes public relations by interpreting CDI services to other agencies and community groups as needed, participates in recruitment activities
- Takes responsibility for monitoring the work facility and makes a reasonable effort to ensure a safe and healthy environment
- May supervise students or volunteers
- Assumes other such responsibilities as assigned from time to time
- Works flexible hours to meet the needs of clients including at minimum 2 evenings a week

ICHS

- Primarily works within community, school, home

Complexity of Decisions

- Activities require analysis of broad problems, plans and coordinates two or more major functions.

Independence of Action

- Only general objectives have been defined. Few precedents exist.

Supervisory Responsibility

- Responsible for some coordination of workflow, supervising students and/or volunteers.

Contacts

Contacts normally involve a high degree of tact and judgment, gaining agreement, convincing, motivating others, obtaining consent and/or cooperation, purchasing or negotiation

MINIMUM QUALIFICATIONS AND SKILLS

Knowledge Required

- University Degree in related field; an ability to work in a highly distractible, multi-tasking environment; sensitivity to the uniqueness of a service agency.

Experience Required

- 1 year but less than 2 years related experience

COMPENSATION: Salary is subject to skills, abilities and qualifications.

APPLICATION INSTRUCTIONS:

Please submit your chronological resume via e-mail to:

Child Development Institute

Human Resources

E-mail: rmah@childdevelop.ca and careers@childdevelop.ca

Thank you in advance for your interest. However, due to the volume of resumes received, only those candidates selected for interviews will be contacted.

Child Development Institute is an Equal Opportunity Employer. We value inclusivity & diversity in the workplace. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Ontario Human Rights Code (OHRC). Child Development Institute will provide accommodations throughout the recruitment & selection process to applicants with disabilities. During any stage of the recruitment process, please notify Human Resources of the nature of any accommodation(s) you may require. Any information received relating to accommodation measures will be addressed confidentially.

All applicants are advised that offers of employment are contingent upon the successful completion of a police records check.