

Child and Youth Worker JOB DESCRIPTION

	Department	Foster Care
	Immediate Supervisor	Service Supervisor
	Location	Sudbury
	Salary Range	In Accordance with the Salary Grid

Kina Gbezhgomi Child and Family Services (KGCFS) proclaims that we are an Anishinabek Agency servicing Anishinabek people to ensure services are delivered by honouring the Anishinabek way of life. KGCFS is derived from the overall cultural context of the Anishinaabe people. Other conventional child welfare services or approaches may be used and added to supplement the Anishinaabe cultural core of the agency. KGCFS believes that child welfare services outside the Anishinaabe cultural core are secondary to the primary Anishinaabe cultural core, and that child welfare services that are responsive to the cultural circumstances of the Anishinaabe client population take priority. KGCFS will be culturally grounded in its Anishinaabe foundation, beliefs and practices and will be culturally responsive in its delivery of service while striving to educate, retain and protect traditional Anishinaabe practices.

OVERVIEW

The Child and Youth Worker is responsible for sharing the duties of a caregiver for children and youth within the agency home. The Child and Youth Worker will implement behavioural programming, provide support services, life skills coaching while creating a safe environment. The Child and Youth Worker will provide opportunities for secure attachment, develop the children and youth's capacity to regulate their own emotions, and foster youth to become resilient, healthy individuals while working in accordance with the Child, Youth, and Family Services Act, Ministry Standards, Agency Policies and Procedures and First Nation community codes of conduct.

DUTIES & RESPONSIBILITIES

- Provide in home support that will include weekends and overnights.
- Implement behaviour plans
- Empower children and youth to set goals to make positive change
- Participate in joint case assessment, planning, and service provision
- Continually assess the strengths and needs of children and youth, while supporting the caregiver, participate in Family circles, Family Conferencing, and Alternative Dispute Resolution processes
- Support the caregiver to create an ongoing safe and nurturing environment
- Identify and work with children and youth displaying high risk behaviours
- Support children with cognitive, intellectual, and behavioral delays
- Coordinate services to meet the child/youth's physical, social, emotional, cultural, spiritual, and recreational needs

- Role model behavior that will support positive change for youth with behavioral and emotional challenges
- Support treatment planning through identification and development of treatment opportunities for Cognitive Behavioral, Exposure, Land Base and Mindfulness therapeutic strategies and ensuring they are grounded in culture
- Coordinate the management of predetermined rewards, privileges and consequences of a structured behavioral management plan
- Use strength based, creative and highly engaging activities grounded in culture to improve behavioral management skills, communication skills, critical thinking, coping skills, problem solving and study skills
- Ensure Agency compliance with Ministry of Child and Youth Services Serious Occurrence directive and reporting requirements
- Support Alternative Caregivers in problem solving and crisis intervention strategies
- Intervene at the first indicators of placement stress to help stabilize Alternative caregivers and prevent placement disruption
- Report emergencies such as runaways, accidents or medical problems
- Building healthy relationships with the children and youth by building and maintaining healthy relationships
- Dispense and logging of youth prescribed medication
- Work collaboratively with all agency staff, biological parent(s) and caregiver(s), extended family and the member First Nations as required within your respective position of service.
- Create an anti-oppressive work environment while modeling respect, professionalism and act as a positive role model with integrity.
- Will complete a Historical Awareness / Self- Assessments and develop an Individual Wholistic Wellness Plan including a Competency Based Assessment Tools to develop a Cultural Training Plan and passport with intent to monitor wellness and enhance and measure cultural congruencies.
- Will actively participate in agency sponsored cultural training, staff development and educational opportunities, cultural activities, events and ceremonies with intent to enhance cultural congruencies.
- Other duties as required or assigned.

QUALIFICATIONS

Education

- Two (2) year Social Service Worker, Child and Youth Worker diploma, or other diploma in the social services field with relevant experience.

Experience

- Experience in working within Anishinabe Child and Family Well-Being Services is preferred or proven experience in working with Anishinabek people.

Conditions of Employment

- Provide a clear Police Records Check and/or Vulnerable Sector Screening Check (As determined by the police department).
- Possess a valid standard First Aid/CPR certificate or be willing to obtain one.
- Have a class 'G' Ontario Driver's License, an acceptable Drivers Abstract, access to a reliable vehicle and be able to travel. A requirement of \$1M Liability Insurance is required if you transport clients
- May be exposed to potentially hazardous environments this may include driving conditions and volatile situations.
- Willing to carry an agency cell phone, IT equipment, and drive agency vehicle as needed.
- Can sit/stand for extended period in front of computer.
- While performing the duties of this job, the position will typically be within an office setting both on and off site from assigned office location.
- Work a standard work week of 35 hours per week, however, the ability to work flexible hours may be required.

SKILLS, KNOWLEDGE, & ABILITIES

- An individual of Anishinaabe ancestry is preferred with genuine understanding and lived experiences of Anishinaabe worldviews, traditions, customs, and practices.
- The ability to speak the Anishinaabe language is a definite asset and/or willingness for continual learning. Preference will be given to applicants who can speak or write Ojibway, provided they have the skills, ability, and qualifications to do the job.
- Knowledge and understanding of the Child, Youth, and Family Services Act, the Mental Health Act, and other relevant legislation.
- Knowledge of First Nation service delivery, customs and traditions in relation to child welfare
- Knowledge of external services and service agencies
- Knowledge and awareness of Indigenous Culture with an emphasis on the knowledge of the impacts of historical trauma on childhood development
- Excellent interpersonal skills
- Demonstrated capability in crisis intervention, conflict resolution, mediation, and problem solving
- Ability to adapt and work through a rapidly changing environment
- Ability to take initiative and work independently
- Ability to multitask effectively
- Ability to effectively engage children and youth
- Excellent written and oral communication skills
- Strong organizational and administrative skills
- Proven ability to work with First Nation communities and people

CULTURAL COMPONENTS

- Possess knowledge, respect, and sensitivity of the Anishinaabe culture and be committed to helping Anishinaabe families strengthen and achieve Mino Bimaadizowin (living the good life) through healthy level of well-being.

- Expert knowledge of Anishinaabe history and oppression including colonization, government interventions including federal and provincial laws, jurisdictions, policies and effects to Anishinabek.
- Strong commitment to helping Anishinaabe children and their families in ways that respect Anishinaabe cultural and spiritual healing practices.
- Proven expertise in ability to perform with cultural safety, cultural sensitivity and cultural humility with skill to encourage healing.
- Honour all children and youth who may be in transition equally and strive to provide the required supports for Lesbian, Gay, Bisexual, Transgender, Queer and 2-spirited individuals to achieve healthy self-esteem and life enrichment.

WORK ENVIRONMENT

- Given the traditional practices of the Anishinabek, (from time to time) you may be exposed to wood smoke and the burning of sacred medicines, including tobacco, sweet grass, sage or cedar which may occur within the work setting.
- Positions in the field of Anishinaabe Child Protection can be both mentally and emotionally challenging. The nature of KGCFS positions may expose incumbents to high levels of tension when dealing with issues. The tension includes a level of stress that is usually moderate with high levels occurring on occasions.
- The incumbent can expect there will be times they will encounter inclement weather conditions during course of driving.

PHYSICAL DEMANDS

- Sufficient vision and hearing to perform all job duties.
- Able to perform physical and mental activities related to the job duties.
- Able to occasionally lift up to 12 kg (25lbs) and operate related equipment.
- While performing the duties of this job, the "Position" will typically be in an indoor setting, the delivery of activities will most likely be held outdoors.

NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.

ACKNOWLEDGMENT OF RECEIPT

I certify that I have read, understand, and agree to the responsibilities assigned to the position. I further understand that other duties may be assigned, or my role modified as necessary to meet changing needs of the organization.

Print Name	Employee's Signature	Date (DD/MM/YYYY)

I certify that this job description is an accurate description of the responsibilities assigned to the position at present. Management reserves the right to amend roles or duties as required.

Denise Morrow		
Print Executive Director Name	Executive Director Signature	Date (DD/MM/YYYY)