

INTERNAL/EXTERNAL POSTING

Family & Child Worker for Delta Family Resource Centre's Mpatapo (Journey to Zero) (1 full-time position)

Delta Family Resource Centre (Delta Family) is a non-profit community organization which envisions a healthy and empowered community where families and children thrive. A multi-ethnic, multi-site organization committed to enhancing the potential of families and children by supporting and addressing identified needs, Delta Family is situated in diverse communities and provides a wide range of programs, services and activities that enhance individual skills and promotes well-being and healthy communities. Known for strength in outreach, connecting, and collaborating with individuals, groups, and organizations to ensure that the residents have access to wanted and needed services and programs, Delta is committed to meaningful community development.

Delta Family is currently accepting applications for one (1) Family & Child Worker (FCW) for Mpatapo, our Journey to Zero initiative in partnership with Toronto Children's Aid Society. ***This program focuses on African Caribbean Black Canadian children/youth and their families in contact with CAS Toronto. This posting focuses on diversifying the Mpatapo team to increase representation from continental Africa, as this is an important component of the clientele served.*** The FCW will work in the Toronto area and will engage families involved with the child welfare system and work collaboratively with the child/youth and family to develop and strengthen their network to maximize the family well-being and the social functioning of the children. The FCW will work collaboratively with the child welfare service team in the delivery of service. In addition, the FCW will work collaboratively with other community agencies providing service through Journey to Zero.

Key Responsibilities:

- Assesses family, child/youth and current support network strengths and needs and assists the family to expand the network where appropriate.
- Incorporates lived experience of continental cultures to better support families from the African continent
- Creates a plan to respond to risk, safety and well-being.
- Supports child/youth, family, and network to review, maintain, and secure plan.
- Engages with children/youth and families and develops and maintains a supportive and empowering relationship founded on trust, mutual respect and the strengths of the family.
- Works as part of a multi-disciplinary team with an understanding of the complexities of family life, group dynamics and family systems.
- Works within the framework of Delta Family's mission, vision, values, and policies.
- Implements Intensive Family Network Building with the Black Community model with child/youth and family.
- Partners with child welfare team in providing support to children/youth and their families where children/youth have recently entered care or are imminently likely to enter care.
- Responds promptly to families in crisis.
- Applies anti-oppressive and anti-Black racism lens to this work with the Black families.
- Collaboratively develops goals and a plan with child(ren)/youth, families, and their network in conjunction with child welfare worker.
- Liaises with, consults, and collaborates with other service providers and makes appropriate use of community resources, acts as an advocate and broker when needed.
- Works within the following environments: home and community.
- Follows program guidelines including the writing of reports, record keeping and data collection.

- Actively participates and makes use of on-going clinical supervision.
- Supports parents in becoming involved with local community services and networks and building on parental strengths.
- Support children and youth, respecting their voice in planning.

Requirements:

- BSW/ Social Services, Child and Youth Worker Diploma or any other related Degree or Diploma deemed appropriate for the specific job.
- Minimum of 3 years recent experience in delivering children's and parents groups in racialized communities
- Minimum 1-year Case management experience and Membership (*or in the process of obtaining Membership*) with the Ontario College of Social Workers or Ontario Association of Child and Youth Care
- Understands the need for culturally appropriate models (Intensive Family Network Builders with Black Community and SesaWo Suban) for effective work in the African, Caribbean Black Canadian community
- Has lived experiences of the culture and issues faced by continental African families in Toronto
- Has lived experience of the issues faced by the African, Caribbean, Black Canadian community
- Ability to speak an African language is an asset
- Experience in navigating various relevant systems (education, child welfare system, etc.)
- Understanding of anti-oppression practices and barriers faced by racialized families
- Ability to provide assessment, referral, counseling, network building and follow up services to clients.
- Excellent communication skills- written skills for the completion of documents, reports, and case notes - verbal skills for communication on a one-to-one basis with clients.
- Ability to take direction and to work within the policies, procedures, inter-agency protocols and the philosophy of Journey to Zero and Delta Family Resource Centre
- Knowledge of the Child, Youth and Family Services Act is an asset
- Must be able to effectively outreach to the community
- Must be able to work flexible hours
- The ability to speak other relevant languages is an asset
- **To protect the health and safety of employees, all new hires are required to be fully vaccinated or to demonstrate that the process is underway**
- The successful candidate will be required to have/obtain a current vulnerable sector Reference Check (can be obtained upon offer of position). Delta Family is an equal opportunity employer.

COMPENSATION: \$47,908 - \$ 50,654 per annum

Application closing date: February 25th 2022

**Please note that interviews will be arranged as applications are received.
Internal candidates will be considered before external candidates are processed.**

Please submit your cover letter and resume by the closing date to: [hiring@dfrc.ca](mailto: hiring@dfrc.ca)

**Subject line: Family & Child Worker (Journey to Zero)
2291 Kipling Avenue Etobicoke, Unit 123, ON M9W 4L6**

E-mail: [hiring@dfrc.ca](mailto: hiring@dfrc.ca)

Please note that Delta Family is an equal opportunity employer and will make every effort to accommodate the needs of candidates through the selection process.

Please let us know in advance if you require accommodation.

We thank all applicants for their interest. Regretfully, only short-listed candidates will be contacted