

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 our 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 Family 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 (CAS Toronto). ***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:

- Assess family, child / youth and current support network strengths and needs and assist the family to expand the network where appropriate.
- Incorporate lived experience of continental cultures to better support families from the African continent.
- Create a plan to respond to risk, safety and well-being.
- Support child / youth, family, and network to review, maintain, and secure plan.
- Engage with children / youth and families to develop and maintain a supportive, empowering relationship founded on trust, mutual respect and the strengths of the family.
- Work as part of a multi-disciplinary team with an understanding of the complexities of family life, group dynamics and family systems.
- Work within the framework of Delta Family's mission, vision, values, and policies.
- Implement Intensive Family Network Building within the Black Community model with children / youth and families.
- Partner with CAS 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.
- Respond promptly to families in crisis.
- Apply anti-oppressive and anti-Black racism lenses to this work with Black families.
- Collaboratively develop goals and a plan with children / youth, families, and their network in conjunction with CAS child welfare worker.
- Liaise, consult, and collaborate with other service providers and making appropriate use of community resources, and acting as an advocate and broker when needed.
- Work within the following environments: office and community.

- Follow program guidelines including the writing of client case notes, reports, record keeping and data collection. Actively participate and makes use of on-going clinical supervision.
- Support parents in becoming involved with local community services / 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 1-year Case management experience and Membership / License (*or in the process of obtaining Membership / License*) with the Ontario College of Social Workers or Ontario Association of Child and Youth Care or other appropriate Ontario licensure body.
- Understand the need for culturally appropriate models (Intensive Family Network Builders with Black Community and Sesa Wo Suban) for effective work in the African / Caribbean Black Canadian community.
- Has personal lived experiences of the culture and issues faced by continental African families in Toronto.
- Has personal lived experience of the issues faced by the African / Caribbean Black Canadian community.
- Ability to speak an African / other relevant language is an asset.
- Experience in navigating various relevant systems (education, child welfare system, etc.).
- Understanding of anti-oppression practices and the barriers faced by racialized families.
- Ability to provide assessment, referral, counselling, network building and follow up services to clients.
- Excellent communication / written skills for completion of documents, reports, and case notes & verbal skills for communication on a one-to-one basis with clients and internal / external partners.
- Ability to take direction well and to work within the policies, procedures, inter-agency protocols and 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 engage effectively in outreach to the community.
- Must be able to work flexible hours.
- 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: \$ 50,277 per annum

Anticipated start date: September 2022

Application closing date: December 5th, 2022

**Please note that applications will be reviewed as they 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.

