

INTERNAL / EXTERNAL POSTING – Oct 2022
Family & Child Worker for Delta Family Resource Centre's Mpatapo (Journey to Zero)
(2 full - time positions) (Salaries under review)

Delta Family Resource Centre (Delta Family) is a community - based agency which has served isolated communities in Northwest Toronto for 40 years. *Acknowledging the consequences of intersecting forms of oppression on the health and well-being of individuals, families and communities; Delta Family offers programs, services and supports for Black and other priority populations in Northwest Toronto which amplifies their resilience and strengths.* Committed to anti-oppression, addressing Anti-Black racism and inclusive methods of engaging participants, Delta Family actively works to be a part of a healthy, engaged, and empowered community where all people thrive.

Delta Family is currently seeking (2) Family & Child Workers (FCWs) for the Mpatapo program. **This program focuses on African / Caribbean Black Canadian caregivers of children / youth and their families in contact with Children's Aid Society Toronto (CAS-T).** The FCWs will work collaboratively with referred caregivers, children / youth and families to develop and strengthen their networks, maximizing the family's well-being in an effort to reduce separation of Black families. In addition, the FCW will work with other community agencies to provide service through the Journey to Zero program.

Key Responsibilities:

- Assess the caregiver, family and their current support network strengths/needs and assist the family to expand their network where appropriate to reduce the likelihood of family separation by CAS-T.
- Incorporate personal lived experience of continental cultures to better support families from the African diaspora.
- Respond promptly to families in crisis and create a plan to respond to risk, safety and well - being.
- Support the caregiver, family and their network to review, maintain and secure the plan.
- Engage with caregiver, family and their network to develop and maintain a supportive, empowering relationship founded on trust, mutual respect and their strengths.
- Work as a 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 a Black Community model with child /youth, their family and their network.
- Partner with CAS-T's child welfare team in providing support to child / youth, their families and their network, where child / youth have recently entered or are imminently likely to enter care.
- Apply anti-oppressive and anti-Black racism lenses to this work with Black families.
- Collaboratively develop goals and a plan with the caregiver, family and their network, in conjunction with CAS-T Child Welfare Workers.
- Liaise, consult and collaborate with other service providers, making appropriate use of community resources and acting as an advocate / broker when necessary.
- Work within the following hybrid environments: from home, at office and in the community.
- Follow program guidelines: writing client case notes / reports, maintaining record keeping /data collection and actively participate in / make 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 Degree or Social Services/Child and Youth Worker Diploma or other related Degree or Diploma deemed appropriate for the specific job.
- Minimum 1-year Case Management experience (*preferred*).
- Understand the need for culturally appropriate models with Black Community i.e. Sesa Wo Suban) for effective work in the African/Caribbean Black Canadian communities.
- Possesses personal lived experiences of the culture and issues faced by diaspora African / Caribbean families and communities in Toronto.
- Ability to speak an African / other relevant language is an asset.
- Experience in navigating various relevant systems is an asset (i.e. education/child welfare system, etc.).
- Understand anti-oppression practices and the barriers faced by racialized families.
- Ability to provide assessment, referral, basic counselling, network building and follow up services to clients.
- Excellent communication / written skills for the completion of documents, reports and case notes & verbal skills for communication on a one-to-one or group 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 the Journey to Zero program and of 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.
- Membership / License (or in the process of obtaining Membership / License) with the Ontario College of Social Workers and Social Service Workers or Ontario Association of Child and Youth Care or other appropriate Ontario membership / licensure body is **preferred**.
- The successful candidate will be required to have / obtain a current Vulnerable Sector Reference Check (can be obtained upon offer of position).

COMPENSATION: \$47,908 - \$ 50,654 per annum (under review)

Application closing date: Position Open Until Filled

**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 to the Delta Family at:

hr@dfrc.ca

Subject line: Family & Child Worker (Journey to Zero)

or

Delta Family Resource Centre

2291 Kipling Avenue Etobicoke, Unit 123, ON M9W 4L6

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.