

	JOB DESCRIPTION	
	Position Title: Service: Accountable to:	CHILD WELFARE CASE MANAGER (CWCM)- Travelling Team Child Welfare Child Welfare Manager or designate
Issued By: John Dixon; Director of Child Welfare		Date Revised: January 2021
Date Issued:		Classification: Child Welfare

PURPOSE AND SUMMARY

Under the direction of the Child Welfare Manager or designate, the CWCM will be based in the city of Thunder Bay, with regular travel to district communities. The CWCM is responsible for providing children’s services and child protection services by performing Children’s Services, Intake and Ongoing Protection Services, in accordance with provisions of Dilico Anishinabek Family Care’s Mikinaak Service model, the Child and Family Services Act, Ministerial Regulations and Standards, protocols and policies and procedures. The CWCM will be readily available to cover vacant positions and provide service where need is identified. The CWCM will be provided essential travel necessities (rental vehicle, accommodations, etc.) by Dilico Anishinabek Family Care in accordance to travel policies and procedures.

DUTIES AND RESPONSIBILITIES

Under the direction of the Child Welfare Manager or designate, and in accordance with the CYFSA, the Ontario Child Protection Standards, Ministerial Regulations, policies and procedures; the CWCM is responsible for:

1. Intake and Family Service Responsibilities

- a. Travelling to district communities to provide service to children and families for a minimum of 3 days bi-weekly. Expenses will be covered in accordance to Dilico Anishinabek Family Care’s policies and procedures relating to out of town travel expenditures.
- b. Initiate a relationship with the child and the family to facilitate an accurate and thorough assessment of the protection issues and client needs; informing the service plan and effectively responding to problems and reducing the potential for risk to the child(ren);
- b. Implementing the service plan with the child and family including appropriate management of the therapeutic relationship, providing counseling or referring to counselling services for the child and the family and conducting ongoing assessments of any child protection issues and the level of risk to children in the home;

- c. maximizing the participation of other internal and external service providers as appropriate in the development and review of the service plan through facilitating referrals, coordinating among service providers, and advocating to ensure the receipt of appropriate and timely services; leading and participating in consultations and case conferences with the client, service providers and First Nations;
- d. conducting child protection investigations including reviewing any relevant child protection records, conducting investigative interviews of children, caregivers, other family members and appropriate additional information sources such as school personnel, police and neighbors;
- e. gathering thorough information and conducting an assessment of the immediate safety of the children at the point of first contact; intervening in crisis situations and initiating a range of immediate protective action, as required, which may include movement of children at risk to a place of safety as mandated by the Child and Family Services Act;
- f. coordinating requirements for court hearings including preparing evidentiary materials; informing family members and First Nations regarding court procedures, reviewing case information with lawyers, and arranging for, or notifying, witnesses; appearing as a witness in Child Welfare, Criminal and Criminal Youth Justice Courts to give evidence in support of the agency's recommendation and acting as a support and advocate for the child and family;
- g. determining the need for and recommending admission of children to care as required; coordinating and facilitating admissions by advising the Alternative Care Service of all relevant case information, preparing required documents, addressing separation issues, and providing support to the child and family in the admission process; providing information and consultation to other relevant Workers and/or alternative care parents regarding case information and the specific needs of children who are being transferred into Dilico's care; managing child care files as required;
- h. ensuring the Protection Manager or designate is consulted and updated at appropriate points as required;
- i. preparing accurate, thorough and timely recording of case information including case notes, modules, reports, family case histories, correspondence and legal forms, as required by the Child and Family Services Act and Dilico policy.

2. **Child Care Responsibilities**

- a. conducting an assessment of physical, mental, emotional, spiritual and social needs of each child in the society's care for whom the Worker is responsible, and establishing/developing a trust relationship in order to support and facilitate the child's growth and development while in care;
- b. developing and implementing appropriate short and long term plans of care for the child based on the results of the needs assessment; providing information, advice and support to the child and the family regarding the plan of care; discussing specific care plan requirements with alternative care parents, placement resource staff, and other professional support service providers, as appropriate; conducting an ongoing assessment of the child's needs while in care and revising the plan of care for the child as required;
- c. providing informal counselling to the child and initiating/coordinating support linkages for the child with internal and external resources including schools and medical facilities; acting as a support to the child during the conducting of any

- investigation;
- d. coordinating service requirements and advocates on behalf of the child to ensure the receipt of appropriate and timely services; leading and participating in consultations and case conferences with service providers to discuss care plans and service needs of the child;
- e. facilitating ongoing contact with the child and his/her natural family to ensure that the child's ties to the family are maintained and strengthened while the child is in care; providing counselling and support to the child and the family during access visits;
- f. providing support to the child and intervening on his/her behalf in crisis situations; facilitating the resolution of the crisis and developing plans in consultation with the child and service providers to reduce the likelihood of the crisis being repeated;
- g. appearing as a witness in child welfare, criminal and Criminal Youth Justice Courts to give evidence and to act as a support and advocate for the child;
- h. liaising with the Alternative Care and/or the Adoption Service to participate in placement or replacement decisions in order to ensure effective consideration of the child's specific needs;
- i. ensuring the Protection Manager is consulted and updated at appropriate points as required;
- j. preparing and ensuring accurate, thorough and timely recording of case information including case notes, social histories, recordings, reports, correspondence, and legal forms, as required by the Child and Family Services Act and Dilico policy; ensuring the preparation of a Life Book for each child as appropriate; compiling and completing case file documents for return of the child home, transfer of the child, or in preparation for an alternate placement;
- k. providing information and advisory services to clients and members of the community regarding the provisions and requirements of the Child and Family Services Act and Services/Programs of Dilico; participating in society and public communication and education activities.

3. **Emergency After Hours On-Call Worker Responsibilities**

- a. Maintaining ability to be contacted during all on-call times;
- b. receiving and reviewing referrals and requests for service to determine eligibility and jurisdiction; assessing nature of referral/request and identifying immediacy of intervention required; referring non Child Welfare related matters to other resources or agencies, as appropriate;
- c. interviewing sources of service referrals/requests to obtain and record detailed intake information;
- d. investigating to gather thorough information and conducting an assessment of the immediate safety of the children at the point of first contact;
- e. developing an appropriate plan to meet the emergency Child Welfare needs of the child and family as indicated by the assessment;
- f. intervening in crisis situations and initiating immediate protection action, as required, which may include movement of children at risk to a place of safety as mandated by the Child and Family Services Act;
- g. ensuring the Emergency After Hours Supervisor is included at all identified points of the investigation and/or apprehension process;
- h. preparing and forwarding accurate, thorough and timely case information documentation including case notes, and modules.

4. **Support Prevention and Family Support Responsibilities**

- a. acting as a resource to the First Nation Family Support Worker in the performance of their duties and responsibilities, i.e., responding, assessing, planning, implementing, evaluating, documenting;
- b. participating in the Family Support Worker's activities as a resource person - recommending, assisting, and acting as required/requested;
- c. personally and professionally becoming familiar with assigned Councils and communities by regular, frequent visits and direct involvement;
- d. coordinating and/or participating in the provision of an immediate response to individuals, families and/or communities experiencing a crisis, e.g., death of a parent, etc.

5. **Other Responsibilities**

- a. scheduling and providing direction to Prime Workers that is consistent, appropriate and adequate in the performance of their duties and responsibilities, i.e., responding, assessing, planning, implementing, evaluating, documenting.

6. **Organizational Responsibilities**

As a representative of Dilico, the Employee is responsible for:

- a. reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Agency Policies, Standards and Procedures;
- c. proposing changes within Dilico that would improve the quality of service to Anishinabek children, families and communities;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabek children, families and communities;
- e. understanding his/her role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabek culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records;
- h. participating constructively in the supervision process with the immediate Manager.

QUALIFICATIONS

1. **Education**

A minimum two-year Human Services Worker Diploma is required. Post-Secondary education with child welfare experience will be considered.

2. **Work Experience**

- a. a minimum two years experience with Anishinabek children, youth, individuals and families and communities;
- b. candidates without the specific education qualifications and who possess an appropriate combination of experience and other academic qualifications will also be considered.

3. **Skills/Abilities**

- a. sound knowledge of the Anishinabek culture and issues affecting Anishinabek children, families and communities in and around the City and District of Thunder Bay;
- b. sound understanding of First Nations, Band Councils and systems and inherent right to consultation;
- c. knowledge of various theories of human behavior and the ability to apply in assessment and planning;
- d. Sound knowledge and understanding of the Differential Response Model, *Child and Family Services Act*, *Young Offenders Act*, *the Mental Health Act*, Alternative Care Regulations, Kinship and Customary Care Practices, Dilico's Mikinaak Service Model, and other related legislation in Children's Services;
- e. ability to work as an integral member of a team
- f. ability to follow direction and work effectively under pressure;
- g. good planning, organization, problem-solving, decision-making and liaison skills;
- h. ability to collaborate with other resource persons and facilitate planning and action;
- i. good interpersonal, written and oral communication skills;
- j. ability to maintain confidentiality;
- k. ability to work within the policies, standards, procedures and the vision, mission and core values of Dilico Anishinabek Family Care;
- l. ability to understand and/or speak an Anishinabek language would be considered an asset.

CONDITIONS OF EMPLOYMENT

1. satisfactory Criminal Records Search and Vulnerable Sector Search;
2. required to work flexible hours and travel to district communities
3. must possess a Class "G" Driver's License, possess a clean driving record and have access to a personal vehicle with 1,000,000 million dollar liability..

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.