

	JOB DESCRIPTION		
	Position Title: Program: Service: Accountable to:	INTENSIVE CHILD & FAMILY WORKER Mental Health and Addictions District Mental Health and Addictions District Family Preservation Services Access & District Mental Health Services Manager	
Issued By: Date Issued:		Date Revised: Classification:	June, 2015

PURPOSE AND SUMMARY

Intensive Child & Family Worker exists to keep families together. It supports the family's role as caregiver by supporting the family members emotionally throughout the treatment process, assisting the family in addressing crises, and helping the family understand the treatment needs of the identified child or children.

The service helps the family maintain or improve its ability to preserve itself as a healthy and effective system by engaging the primary caregivers, the siblings and any extended family or community members who have a vested interest in the family.

The service is provided mostly in the family home and in the community.

DUTIES AND RESPONSIBILITIES

1. Service Responsibilities

Under the direction of the Access & District Mental Health Services Manager, the Intensive Child & Family Worker is actively involved with a limited caseload informed by intensive family benchmarks. The Intensive Child & Family Worker is responsible for:

- a. formulating and carrying out treatment plans for the client families that are goal driven within specified time frames;
- b. applying specialized skills to intervene with the family or assisting other service providers working with the child on family related matters which include some or all of:
 - i. healing methods based on Anishinabek beliefs, values and teachings;
 - ii. clinical treatment methods applied in the cultural and linguistic context of the individual families;
- c. involving families in healing methods most appropriate to the family's cultural and linguistic needs by teaching, coaching or role-modeling;
- d. assisting a family as care giver to the client/child by:

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- i. increasing the family's coping skills to address environmental stresses and the child's mental health issues by providing emotional support, stress management counselling, linking the family to community support groups or engaging extended family members;
 - ii. accessing treatment for family members with mental health and substance abuse needs;
 - iii. supporting the family members emotionally;
 - iv. helping the care givers to deal with the problems and challenges of daily living;
 - v. assisting the family in crises through emotional support, counselling and respite;
 - vi. helping the family understand the child's treatment needs by explaining mental health diagnoses/prognoses, clarifying care giver roles, and identifying the impact of treatment on family dynamics.
- e. complementing the child's treatment by:
- i. liaising with other service providers who are working with the child;
 - ii. assisting family attendance at child interventions;
 - iii. maintaining familiarity with the child;
 - iv. sharing and receiving treatment information from other service providers by attending case conferences, transmitting, receiving, updating, storing client information;
 - v. operating in conjunction with the child's mental health worker by attending case conferences, reporting to the mental health worker as required;
- f. except for group workshops for care givers, delivering all family preservation services in the client family home;
- g. completing all case records and reports; collecting and entering all program data as required.

2. **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**

An HBSW is preferred. A minimum two year Human Services Diploma is required.

2. **Work Experience**

- a. minimum of two (2) years direct service and counseling with children, adolescents and families;
- b. a combination of training and experience in working with Anishnabek children, families and communities;
- c. significant experience in family intervention and/or group facilitation.

3. **Skills/Abilities**

- a. sound knowledge of the Anishinabek culture and the principle issues affecting the mental health of Anishinabek children, families and communities in the City and the District of Thunder Bay;
- b. sound knowledge of the positive traditional influences that could promote mental health and wellness of Anishinabek children and families in the District of Thunder Bay. The ability to promote and apply Anishinabek Culture, values, traditions and teachings in the work of the Child and Family Team where appropriate;
- c. developing and maintaining respectful, cooperative working relationships with Anishinabek children, families, communities and service workers to promote an integrated, seamless delivery of service;
- d. ability to understand or speak an Anishinabek language would be considered an asset;
- e. effective skills related to: written and oral communication, problem-solving, decision-making and the operation of office related computer applications;
- f. the ability to effectively impart skills to parents, children and youth to include: parenting, life skills, behaviour management and mood regulation;

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- g. ability to effectively: determine the preservation needs of families, formulate treatment plans, manage crisis situations with children and families;
- h. coordinate client services with other service providers to ensure service delivery through: networking, chairing meetings, addressing conflict and negotiating solutions and influencing service providers;
- i. apply evidence-based practices;
- j. access alcohol and drug abuse treatment programs;
- k. coordinate or purchase respite services;
- l. maintain confidentiality;
- m. follow direction, and work with minimal supervision;
- n. work as a member of a team;
- o. working knowledge of: systems theory as it applies to Anishinabek families, school, community and social service organizations, children's mental health and psychiatry, the developmental stages of children and families and be able to apply this knowledge in a sensitive manner to Anishinabek children and their families, the Child and Family Services Act and the Mental Health Act, other relevant legislation and the application of child protection measures;
- p. ability to work within the policies, standards, procedures and the vision, mission and core values of Dilico Anishinabek Family Care;

CONDITIONS OF EMPLOYMENT

- a. satisfactory Criminal Records Search; including a Vulnerable Sector Search;
- b. a valid Standard First Aid/CPR Certificate is recommended;
- c. work flexible hours, according to the needs of families;
- d. completing and maintaining other relevant Ministry initiatives;
- e. travel within the city and district of Thunder Bay – provide coverage and services to the other Dilico affiliated First Nations when necessary
- f. work in the homes and locations familiar to client families;
- g. posses a valid Class “G” Driver’s Licence, and
 - i. have access to a personal vehicle;
 - ii. carry satisfactory liability insurance;

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.