



### **Fetal Alcohol Spectrum Disorder Worker**

**Department:** Child Welfare  
**Accountability:** TBD  
**Location:** Renfrew County

#### **POSITION SUMMARY:**

FASD workers will deliver child-, youth- and family-centred service to children and youth with FASD and/or suspected FASD and their families by leading the development of a strengths-based support plan for children and youth with FASD or suspected FASD. The FASD worker will work with the family, service providers and educators to build capacity for supporting the child/youth and identify strategies to meet the specific needs of the child/youth and family based on the best available evidence of FASD supports. The FASD workers will be knowledgeable about FASD and will complement the current efforts of service providers within their community to provide direct intervention support, collaboration and system navigation across multiple sectors, such as health, education, youth justice, community and social services, post-secondary, and employment and training. The FASD worker will connect children and youth with FASD, their families and service providers to interventions and supports including those developed through the other components of the FASD Strategy.

#### **GENERAL RESPONSIBILITIES:**

- Work with children/youth with FASD, or suspected FASD, and their families to develop a support plan based on individual strengths and needs, and informed by the child/youth and family's vision, goals and concerns.
- Support connections to diagnostic supports (as available), and provide information to families as post-diagnosis support.
- Support connections to other services and, with consent, share information and the service plan so the family doesn't have to repeat their story.
- Work with the family, service providers and educators supporting the child/youth to build capacity and identify strategies to meet the child's needs.
  - Explore flexible and innovative approaches for service delivery to meet the needs of children/youth and families and to bring forward innovative solutions.
  - Provide information to parents, caregivers and school personnel about behavioural symptoms associated with FASD and helpful approaches.

- If a child/youth has multiple and complex needs and their family requires the more intensive support of a Service Planning Coordinator and the Coordinated Service Planning Process, support the connection to a dedicated Service Planning Coordinator and remain involved as part of the Coordinated Service Planning team.
- Work with youth, and their family and service providers across sectors to plan for a transition from child and youth services to adult services, if required.
- At a local system level, work to improve awareness of FASD and support local cross-sectoral planning tables (such as Special Needs Strategy Cross-Sectoral Committees) to identify gaps and opportunities for improving supports for FASD.
- Engage with different cultural groups (e.g. Indigenous, francophone) to discuss how to best meet needs of children and youth with FASD in their communities.
- Facilitate parent-to-parent connections.
- Participate in provincially-offered training to increase their own and their organization's capacity to support children and youth with FASD and their families.

The FASD Workers will not duplicate an existing service.

#### **KNOWLEDGE & SKILL REQUIREMENTS:**

- Diploma or Bachelor's Degree and minimum three years' work OR equivalent experience with vulnerable or at-risk populations including special needs
- Experience working with children/youth with FASD and their families
- Knowledge of child development
- Strong interpersonal and communication skills
- Commitment to strength-based principles of child, youth, and family-centeredness
- Experience working with the child and youth service system
- Demonstrated ability to build and maintain relationships with diverse stakeholders
- Ability to work independently and contribute to a team
- Ability to maintain strong professional boundaries

#### **Additional supportive qualifications**

- Strong organizational and reporting skills
- Strong counselling skills
- Experience working with individuals experiencing trauma
- Experience with and knowledge of behavioural concept

#### **SALARY:**

As per collective agreement