



Family & Children's Services of Renfrew County

Together, A Caring Community.

Family/Community Engagement Worker

Department: Child Welfare

Accountability: Work is performed under the direct guidance of the Restorative Practice Supervisor

Location: Renfrew County

Family & Children's Services of Renfrew County is a multi-service agency committed to providing preventative, protective and socially inclusive services and programming that empower and strengthen everyone. We are focused on cultivating a team-oriented work environment where everyone thrives. Our goal is to develop and strengthen collaborative partnerships to increase availability, accessibility and quality of care to our communities. Our agency commitments include: moving forward Anti-Oppressive Practice, French Language Services and working alongside the Indigenous Communities.

POSITION SUMMARY:

The Family/Community Engagement Worker is part of the Collaborative Practice Team, which is dedicated to building and maintaining family support networks for children and youth who are separated or at risk of being disconnected from their home, traditional communities and culture. The Family/Community Engagement Worker ensures that the spiritual, physical, emotional and mental well-being of Indigenous children, youth and families remains healthy and strong by exploring and nurturing crucial family and community networks meant to last a lifetime.

GENERAL RESPONSIBILITIES:

The Family/Community Engagement worker will:

- Seek to improve outcomes for our children and youth by encouraging decision making and planning with parents and caregivers who are unable to provide immediate care while on their journeys of healing and recovery.

- Assist in re-establishing important bonds, especially with those who are willing to provide permanent, meaningful relationships for children and youth in our care or in need of alternative care placements.
- Support successful transitions to independence and adulthood through strengthened family and community relations.
- Work closely with family, bands and Indigenous communities on behalf of youth who are under Extended Society Care, Voluntary Youth Service Agreements (VYSA) and Continued Care and Support for Youth (CCSY), by building upon existing family or adult supports that youth have identified as important or significant to them.

DUTIES PERFORMED BY A FAMILY/COMMUNITY ENGAGEMENT WORKER ON A REGULAR BASIS:

- Organize opportunities for children, youth, and families, members of the community and FCSRC staff to sit in Circle.
- Develop and maintain relationships with community Knowledge Keepers and Elders and indigenous communities.
- Track and discuss issues specific to Indigenous communities and provide education/ connection to mainstream staff regarding Indigenous peoples
- Assist service users in establishing a network of support in the community.
- Conduct interviews with a referred child's parent(s), caregiver, relatives and where/if possible the child him/her/their self to assist in identifying potential kin.
- Initiate contact with people in order to provide and collect the information required.
- Demonstrate connections to communities and comfort in sitting in community, in order to collect and provide relevant information related to provision of service.
- Collect, organize and prepare verbal and written reports and genograms regarding pertinent family information.
- Develop and maintain a working knowledge of collateral mainstream and indigenous agencies and services.
- Complete debriefing to assist in the evaluation of participants' success and evaluate program effectiveness
- Complete accurate and timely preparation of case documentation as per agency standards.
- Adhere to all FCSRC policies and procedures, Ministry Regulations, Standards, Directives and relevant legislation.
- Responsible for the completion of other related tasks as assigned.

PERFORMANCE INDICATORS

- Develop and maintain accurate statistics that reflect the number of requests for service circles and any other data that supports meaningful engagement
- Coordinate and support circles on a timely basis including the scheduling and preparation of multiple circles concurrently.
- Support children and youth to be at the center of service.
- Coordinate and participate in circles/family based group conferencing to facilitate authentic engagement.
- Participation in supervision, case conferencing, and circles at a level which clearly demonstrates adequate knowledge of case dynamic, permanency and the relationships between mainstream service and indigenous communities.
- Demonstrated use of Signs of Safety Model (principles, philosophy, tools) in case planning and recording

SKILL REQUIREMENTS:

- Ability to identify systemic barriers to equity and anti-oppressive practices and apply this lens to your work with FCSRC.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous people in Canada, and the impact of the legacy of Residential Schools and the “Sixties Scoop” upon them is essential.
- Knowledge, experience, and understanding of the culture, history and current oppressions experienced by marginalized groups.
- Ability to understand and apply anti-colonial, anti-racist, anti-ableist, anti-cisgenderist, anti-ageist, anti-classist, anti-heterosexist lenses to social problems.
- Ability to demonstrate critical thinking and implement evidence-based research into practice
- Understanding of the CYFSA, Signs of Safety, Anti-Oppressive Practice and Strength-Based approach
- Highly effective listening, verbal and written communication skills.
- Interviewing and assessment skills that establish comfortable and confident engagement with individuals while gathering pertinent information.
- Effective interpersonal skills including the ability to work cooperatively and collaboratively with internal and external resources
- Strong attention to detail and ability to balance multiple tasks and assignments.
- Highly effective time management skills and ability to work effectively and independently under the pressure of tight timelines, competing priorities and emergent issues.
- Knowledgeable about computer-based technologies relevant to report writing, the collection and maintenance of service user information, data and other common office tasks and ability to learn new information systems.

KNOWLEDGE & EXPERIENCE

- Bachelor of Social Work or an Honours Bachelor of Arts in a related field combined with two (2) years direct service working with children and families.
- Preference shall be given for persons of First Nations or Indigenous heritage who meet the education requirement or who have alternative equivalent education and experience in the opinion of the local director.
- French Language skills considered an asset

WORKING CONDITIONS

- Normal office working condition apply
- Ability to travel and work out of different offices within Renfrew County

SALARY:

Kin Finder, subject to Pay Equity Review