

INTERNAL/EXTERNAL POSTING

Family & Child Worker – SNAP Delta Family Resource Centre (2 positions) 1-year full-time position (possibility of extension)

Delta Family Resource Centre (Delta) is a non-profit community organization which envisions a healthy and empowered community where families and children thrive. A multi-ethnic, multi-site organization committed to enhancing the potential of families and children by supporting and addressing identified needs, Delta is situated in diverse communities and provides a wide range of programs, services and activities that enhance individual skills and promote well-being and healthy communities. Known for its strength in outreach, connecting, and collaborating with individuals, groups, and organizations to ensure that residents have access to desired and needed services and programs, Delta is committed to meaningful community development.

Family & Child Worker:

Delta is currently accepting applications for a Child & Family Worker for our new SNAP® (Stop Now and Plan) Program. This program is in partnership with the Somali Women and Children's Support Network and The Firgrove Learning & Innovative Community Centre (FLICC). SNAP® Family and Child Workers (FCWs) have a sound understanding of the theories that inform the development and treatment of complex behaviours and emotional difficulties in children ages 6-11. As a project funded by the Ontario Black Youth Action Plan, **this program will focus on African Canadian children and their families. These FCWs will work in the Jane Finch and Rexdale/Humber Summit areas.** FCWs must often engage hard-to-reach clients and work collaboratively with the family to develop a treatment plan tailored to their individual strengths and needs, maximizing the family's well-being and the children's social functioning. FCWs deliver an evidence-based program that includes individual, family, and group counselling within the framework of the Child Development Institute's (CDI) SNAP® Model. FCWs have a history of working with racialized communities. Intense training will be provided. The Family and Child Worker will report to the SNAP® Coordinator.

Key Responsibilities:

- Assesses family and child strengths and needs, including risk identification, according to program standards
- Engages with families and develops and maintains a supportive and empowering relationship founded on trust, mutual respect and the strengths of the family
- Work as part of a multi-disciplinary team with an understanding of the complexities of family life, group dynamics and behaviour management techniques.
- Work within the framework of Delta's mission, vision, values and policies
- Have lived experience of the issues faced by the African/Black community
- Implements SNAP® therapeutic model guided by CBT framework and may incorporate additional therapeutic modalities as required.
- Provides internal and external case management and service coordination for designated clients
- Carries out various treatment components outlined in case management and treatment plans
- Liaises with, consults, and collaborates with other service providers (e.g., police) and makes appropriate use of community resources, acts as an advocate when needed (within the school and child welfare systems)

- Works within the following environments: home, community, school
- Follows program guidelines, including the writing of reports and record keeping
- Carries out discharge planning with families
- Actively participates and makes use of ongoing clinical supervision
- Promotes Delta's SNAP® Program to the community
- To support parents in becoming involved with local community services and networks and building on parental strengths
- Is responsible for outreach and recruitment of clients

Requirements:

- BSW / MSW, Child and Youth Worker Diploma or any other Social Services Degree deemed appropriate for the specific job.
- **Membership (or in the process of obtaining Membership) with the Ontario College of Social Workers or the Ontario Association of Child and Youth Care**
- Understands the need for a culturally appropriate SNAP® model for effective work in the African Canadian community
- Develops treatment plans and goals in conjunction with the family, addressing risk management
- Experience in navigating various relevant systems (education, child welfare system, etc.)
- Minimum of 3 years of recent experience in delivering children's and parents' groups in racialized communities
- Minimum 2 years of clinical or counselling experience
- Understanding of anti-oppression practices, anti-Black racism and barriers faced by racialized families
- Familiarity with Cognitive Behaviour Therapy with children
- Ability to provide assessment, referral, counselling, and follow-up services to clients.
- Excellent communication skills- written skills for the completion of documents, reports and case notes - verbal skills for communication on a one-to-one basis with clients.
- Ability to take direction and to work within the policies, procedures, inter-agency protocols and the philosophy of Child Development Institute
- Knowledge of the Child and Family Services Act is an asset
- Ability to outreach to the community
- Must be able to work flexible hours – evening availability is required
- **The ability to speak French and Somali is a definite asset**
- Standard First Aid & Vulnerable Sector Check Certificates are required

COMPENSATION: **\$47,908 – \$55,000 per annum**

Forward your resume and cover letter, quoting the position title, to

Hiring Committee Delta Family Resource Centre

Closing Date: Position Open till filled

Email: hiring@dfrc.ca

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.

Delta thanks all applicants; however, only short-listed candidates will be contacted. Internal candidates will be processed before external applicants are considered.