



JOB POSTING - 1 Year Contract with possibility of renewal Crossing the River Together (CRT) Project

Position: CRT Worker

Summary

Children's Aid Society of Toronto (CAST) & Caribbean African Canadian (CAFCAN) Social Services are collaborating on an exciting project designed to build family resources to limit or prevent future involvement with the child welfare system. The project will have a specific focus on supporting children, youth and families who self-identify as Black * that receive service from CAS of Toronto. The goal of the project is to divert cases at the Intake stage of CAS of Toronto service from being transferred to CAS of Toronto "Ongoing" services instead of direct transfer for "Ongoing" services.

CAFCAN and CAST telephone intake employees will work as a team to divert referrals away from the child protection system and move them into communities. This position may require working on some evenings and weekends.

Key Responsibilities:

- Early, focused intervention by connecting the family with culturally safe, community based services;
- Help address inequalities and help respond to the personal, social, cultural and emotional needs of families;
- Integration of anti-oppression, anti-Black Racism and community engagement principles into the community development process;
- Partnership building and direct connection with community agencies serving Black families;
- Outreach and advocacy for the families and children who can benefit from this service, community support and/or are in need of services; coordination of case conferences if needed in consultation with the CAST Service Team and Anti-Black Racism Lead;
- Connection with the branch's Intake Worker to facilitate in-home support for the parents;
- Case coordination by liaising with community services and the intake worker, with the purpose of offering streamlined, culturally safe and responsive services;
- Trauma informed practice approach with an anti-black racism lens through case consultations and/or connection with community experts that can provide consultation;
- Strengthen the relationships between community agencies and child welfare through case consultations, information and resource sharing, common projects and by supporting families in the community together;

Requirements

- BSW/BA, preferred. Social Services Diploma, Child and Youth Worker Diploma or any other related Degree or Diploma with a combination of experience deemed appropriate for the specific job;

- Membership in good standing or in the process of obtaining membership with the Ontario College of Social Workers and Social Service Workers or another relevant regulated professional college;
- Extensive knowledge of community resources and services in the Black community;
- Proven history of work with Black communities;
- Lived experience of the issues faced by the Black community;
- Demonstrated knowledge of anti-oppressive and anti-Black racism practice frameworks;
- Understanding of the impact of intergenerational trauma on the Black community and how it impacts Black parents and children;
- Good interpersonal and communication skills and competence in problem-solving and conflict resolution;
- Excellent time management skills;
- Demonstrated ability to write clear and concise reports and to be able to meet deadlines;
- Ability to work independently while having demonstrated skills to work co-operatively within a team setting;
- Good planning and organizational skills;
- Initiative, Advocacy and leadership qualities;
- Valid driver's licence; Own or have access to a vehicle.

Anti-Oppression/Anti-Racism

CAST and CAFCAN are committed to a working environment that is reflective of the diversity of the City of Toronto and strongly encourages application from all qualified individuals, especially those who can provide different perspectives and contribute to a further diversification of ideas.

Accommodation

We are committed to a selection process and work environment that is inclusive and barrier free. Accommodation will be provided in accordance with the Ontario Human Rights Code. Applicants need to make any accommodation requests for the interview or selection process known in advance to the hiring committee. The hiring committee will arrange reasonable and appropriate accommodation for the selection process which will enable you to be assessed in a fair and equitable manner.

APPLICATION CLOSING DATE: February 23, 2022

CAST and CAFCAN Social Services are equal opportunity employers.
Please forward your resume quoting the position title to:

Community Resource Liaison Hiring Committee
Email: info@cafcan.org