



Family & Children's Services of Renfrew County

Together, A Caring Community.

CHILD AND FAMILY SUPPORT WORKER

Department: Prevention Services

Accountability: Supervisor

Location: Pembroke

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 Indigenous Communities.

GENERAL RESPONSIBILITIES:

The child and family support worker provides strength based supportive services to children, youth, adults and families. This position is not authorized in this agency to provide the full range of child protection services, e.g. investigation, bring to a place of safety, placement.

The position may be used to deliver a range of services which generally fall under the purview of child and youth workers, early childhood education workers, child care workers, social service workers. Functions include tutorial assistance, Support behaviour management strategies, prenatal care assistance, prevention supports, and supporting family visiting plans, parent/support programs such as Positive Parenting, Parents Anonymous etc.

DUTIES PERFORMED ON A REGULAR BASIS:

- The provision of appropriate information to the social worker or team supervisor and participation in weekly consultation as assigned.
- Provides case work supports including parent teaching, parent aide modelling, Support behaviour management strategies, tutorial assistance, supporting family visits, one to one supports, in home supports.
- Facilitates groups – parenting programs, etc. As some meetings will be in the evening, hours will need to be flexible.
- Assisting in building family's support networks.
- Completes case note and summary file recording for review.

- Participates in scheduled supervision and/or conference meetings for the purpose of ensuring appropriate delivery and planning of case aide services.
- Provides supervision for access visits maintains contact with selected children in care (one to one child assignments) and performs related duties as assigned.
- Support parents of children birth to 18 years to increase knowledge of their children's development and potential, enable them to gain confidence in their role as parents and to build better family relationships, applying professional expertise and best practices.
- Provide psychosocial supports to continually help clients:
 - clarify and communicate their goals, challenges, and needs,
 - identify their strengths, skills, abilities, and potential,
 - uncover concerns, fears, and other emotions related to goals and the tasks required to meet them,
 - explore options for personal development that will empower each person,
 - debrief and assess their experiences,
 - motivate continual effort through objective validation,
 - provide clear relevant information about community services
 - collaborate with clients to create a plan that will assist them with a positive family outcome
- Provide outreach and support services to vulnerable families and in particular to those clients involved with Child Welfare with Family and Children's Services of Renfrew County; accepts referrals from Social Workers, community agencies, medical Practitioners and parents.
- Help clients build a support system, bridge gaps in service, by making appropriate referrals and monitoring the client's progress in following through with recommendations.
- Plan, organize and purchase supplies and food as needed for groups; develop and maintain a budget for programs based on fundraising money received.
- Promote secure attachment.
- Identify families with additional needs and support access to relevant community resources and services; advocate on their behalf to ensure that the appropriate service to families are available, accessible and inclusive.

PERFORMANCE INDICATORS

- The completion services and supports including timely documentation of contacts and observations as required with clients and liaison with collaterals, referral sources and other parties.
- The provision of accurate and complete information to the social worker or supervisor.
- The demonstration of specific technical skills as per the assessment of the social worker

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or others involved in preparing detailed intervention plans.

- The satisfactory completion of supportive services across departments as required.
- The completion of sufficient volume of interventions to demonstrate the client centred requirements of the position, e.g. sixty percent of the duties should involve direct delivery of service to clients.
- Timely intervention and feedback to social workers.
- Demonstrated success in child and family functioning resulting from specific task oriented interventions.

KNOWLEDGE & SKILL REQUIREMENTS:

- Ability to identify systemic barriers to equity and anti-oppressive practices and apply this lens to your work with FCSRC.
- 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
- This position requires community college specialization and/or undergraduate university training in the general arts - psychology and/or social sciences.
- Understanding of the CYFSA, Signs of Safety, Anti-Oppressive Practice and Strength-Based approach.
- French Language skills considered an asset
- Must be able to work flexible hours.

DIFFICULTY OF EXECUTION:

Child and Family Support Position functions are subject to supervision and are generally task oriented. They necessarily involve knowledge of specific interventions and technical knowledge of behaviour management, strength based practice and child development. Difficulty of execution is a function of the mandatory nature of many of the services provided and the potential demands for evidence produced by delivering a mandatory service.

WORKING CONDITIONS

- Normal office working condition apply
- Work beyond the normal working hours is sometimes required
- Ability to travel and work out of different offices within Renfrew County

SALARY:

Salary Range: \$45,018 to \$59,032

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