



The Children's Aid Society  
OF HAMILTON

La Société d'aide à l'enfance  
DE HAMILTON

Serving Hamilton's children and families since 1894.

Au service des enfants et des familles de Hamilton depuis 1894.

## NOTICE OF STAFF OPENINGS

It is hereby drawn to the attention of members of staff of the Children's Aid Society of Hamilton that an opening exists as follows:

**DIVISION:** Permanency & Resources  
**JOB TITLE:** Prevention and Reunification Worker  
**TERM:** Regular Full Time  
**SALARY:** As per Category 2 of C.U.P.E., Local 5300 Collective Agreement.

### MAJOR RESPONSIBILITIES

1. Assumes responsibility for a caseload, working collaboratively with children, youth, parents, caregivers, informal and formal supports and all members of the service team offering individual, family or group services.
2. Provides culturally appropriate encouragement, support, and education to families to facilitate parent-child relationships and promote healthy lifestyles, healing, and wellness.
2. Forms partnerships with families and assist Children, Youth, and Parents to attain their self-determined goals.
3. Nurture safety within families and involve and utilize their safety networks.
4. Provide a liaison function and advocacy role for families, helping the to access services that support healthy family functioning.
5. Identify the strengths and needs of each family member and build upon strengths, abilities, and potential within each individual and family.
6. Utilize solution -focused problem-solving and crisis management techniques as well as a holistic and strengths-based approach.
7. Accepts assignments including coverage, urgent requests, and appointments with children and families where these might fall outside regular office hours.

### QUALIFICATIONS

1. Diploma in a Social Service program preferred or an equivalent combination of education and relevant experience in a child welfare setting.
2. Demonstrated project management skills including implementation of project/programs.
3. Ability to work independently as well as contribute to a cross functional team.
4. Demonstrated ability to work effectively with children, individuals, families, groups.
5. Demonstrated ability to write clear, concise reports, computer literate and able to meet deadlines and other administrative requirements.

Applicants to this position understand that a review of their performance and discipline records, attendance, and reference from current supervisor will be taken into consideration in determining interview selection and the successful candidate.

**We believe that we are all responsible, committed, and accountable to each other to promote a culture where everyone is welcomed, heard, respected, and valued. We commit to challenging and interrupting behaviours of racism, discrimination, disrespect, intolerance, harassment, and bullying as we strive toward an environment of learning, care, and respect for each other; a place where the voices of equity-deserving individuals will be heard and acted upon as we continue our journey of healing, inclusivity, equity and growth.**



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***As an employer, The Children's Aid Society of Hamilton is committed to:***

- ***A culture of inclusiveness and diversity reflecting our diverse service recipients, staff, and community alike.***
- ***Providing barrier-free and accessible employment practices.***
- ***In accordance with the Ontario Human Rights Code providing accommodation supports during the selection and interview process if required.***

Staff members who wish to be considered for this position or to obtain more information, should make their interest known, in writing, to [recruitment@hamiltoncas.com](mailto:recruitment@hamiltoncas.com) , within five (5) working days of the posting of this notice. All applicants shall apply to File #030/23.

**DATE POSTED: November 14, 2023**

**DATE COMPETITION ENDS: Nov. 20, 2023 – 3:00 p.m.**