

JOB TITLE: **CHILD AND FAMILY SUPPORT WORKER – INTENSIVE IN-HOME SUPPORT
PILOT (3-MONTH CONTRACT)**

PAY BAND: **\$26.84 – \$34.79 PER HOUR**

*Note this is an hourly contract position with full time hours scheduled for the duration of the 3-month pilot program

UNIT: **Child and Family Support Services Team**

PROBATIONARY PERIOD:

750 Hours of Work

DESCRIPTION:

Under the direction of the Supervising Manager, the Child and Family Support Worker – Intensive In-Home Support will provide short-term, goal-focused, and intensive support to children, youth, and families within their home and community environments. The worker will engage families in developing and implementing strategies to strengthen parenting capacity, enhance child well-being, and maintain family stability and safety.

This is a three-month contract position requiring flexibility to work days, evenings, and occasional weekends to meet the needs of the families served.

DUTIES & RESPONSIBILITIES INCLUDE:

1. Provide intensive, in-home and community-based support to families identified as requiring short-term stabilization, skill development, or crisis intervention.
2. Collaborate with families to develop and implement individualized service plans focusing on parenting skills, child development, family functioning, and safety planning.
3. Model and teach positive parenting and behavior management strategies using evidence-informed approaches such as Triple P, Circle of Security, and Signs of Safety.
4. Assist families in accessing community resources and natural supports, promoting independence and sustainability beyond service involvement.
5. Respond to crisis situations and provide immediate support aimed at stabilizing the family environment and ensuring child safety.
6. Document all contacts and interventions promptly and thoroughly, maintaining accurate records in accordance with agency standards.
7. Participate in case conferences and collaborative planning meetings with internal teams and community partners.
8. Engage youth and families from a strength-based, trauma-informed, and anti-oppressive lens, ensuring culturally safe and inclusive practice.

9. Perform other related duties as assigned, which may include co-facilitating groups, supporting transitional planning, or contributing to program evaluation.

QUALIFICATIONS REQUIRED:

- Child and Youth Worker Diploma, Social Service Worker Diploma, Developmental Services Worker Diploma, or an equivalent combination of related education and experience.
- Minimum of three years' experience working with children, youth, and families with complex needs.
- Strong understanding of child development, family systems, and behavior management strategies.
- Demonstrated ability to build rapport and engage families experiencing multiple stressors.
- Excellent communication, problem-solving, and crisis intervention skills.
- Ability to work independently and collaboratively within a multidisciplinary team.
- Valid driver's license and access to a reliable vehicle required.

Preference will be given to candidates with:

- Training or certification in evidence-based parenting or family intervention programs.
- Experience in child welfare, family preservation, or community mental health settings.
- Knowledge of trauma-informed and anti-oppressive practices.
- Strong organizational and documentation skills.

The Children's Aid Society of Oxford County is committed to the values of equity, inclusion, and respect and is dedicated to building a workforce that reflects the diversity of the community in which we live and serve. The Agency accepts applications from all qualified individuals and encourages applications from equity-deserving groups.

We are committed to creating an accessible environment for all. If you are contacted to participate in the interview process, please let us know if you have any accommodation needs.

Apply with a cover letter and résumé to Human Resources at: hr@casoxford.on.ca