



# **ANISHINAABE ABINOOJII FAMILY SERVICES**

**EMPLOYMENT OPPORTUNITY – Internal/External**

## **FAMILY SERVICES WORKER Full-Time Permanent Location – Kenora**

### **POSITION SUMMARY:**

The Family Services Worker (FSW) is responsible for conducting culturally safe and culturally competent assessment and planning services for open protection cases and where children and youth have been removed from their home. The FSW develops, implements and evaluates a Plan of Service with the family to reduce the level of risk enabling children to return safely to their family and community. The FSW reports directly to the Resource Manager.

### **QUALIFICATIONS**

- Bachelor of Social Work Degree with direct experience in services to children and families or comparable human services program; however, a combination of related education, experience and skills may be considered
- Knowledge of Customary Care, service development, social casework management, member First Nation communities and social structures, Anishinaabe family systems, as well as local customs and traditions
- Knowledge and comprehension of First Nation cultural beliefs, values and norms, ceremonies, teachings and a commitment towards learning, participating, advocating and promoting the Agency and community
- Knowledge of traditional and contemporary healing practices with experience working with Elders, Healers, and Clinicians
- Knowledge of the Child, Youth and Family Services Act and Regulations and Child Protection Standards
- Knowledge of the administrative structure and operations of AAFS including policies, procedures, guidelines, and protocols
- Ability to provide culturally safe and culturally competent services through nonintrusive methods, approaches and practices
- Ability to determine reasons for service, safety factors, levels of risk and/or risk of future harm
- Ability to complete comprehensive assessments, detailed case recordings within legislated timelines
- Ability to set, implement, and monitor service plan goals and objectives to mitigate risk and develop strategies for reunification
- Ability to consult with and take direction from the Resource Manager at all critical decision points throughout the case planning
- Extensive experience working with a computerized client data base
- Excellent communication, analytical skills, planning, organizational, time management, and interpersonal skills
- Must be committed to ensure highest level of confidentiality at all times
- Must be able to flex daily work hours as determined by the Resource Manager
- Must provide after hours On-Call duties as part of a rotating schedule
- Must possess a valid Ontario G Driver's License, be willing to travel and provide Driver's Abstract, and
- Ability to speak Ojibway is preferred and a definite asset.

### **WORKING CONDITIONS:**

The work will be normally performed in a typical interior and office environment located in the offices of AAFS. The position will require the incumbent to enter into the homes of families and provide Family Services Worker services and work in high stress social settings, work with potential aggressive clientele, volatile sociopolitical environments, being called out with no notice to emergency situations, travel to semi-remote Anishinaabe communities on rough and winding class "C" roadways and in various weather conditions, exposure to diverse living conditions and community environments and different sociocultural milieus.

AAFS requires all employees, contractors, students, and volunteers to be fully vaccinated against COVID-19, absent of a valid medical exemption or other reasonable consideration pursuant to the Human Rights Code of Ontario.

**Salary Range: \$62,814 - \$77,037 per annum**

**Benefits:** AAFS offers 4 weeks paid vacation, Extended Health, Dental, Group Life, AD&D, & Disability benefits after one month of employment and participation in our Pension program.

We are committed to recruiting a diverse workforce that represents the First Nations communities that we serve. Preference will be given to Internal and/or Indigenous applicants. Please self-identify upon applying.

AAFS welcomes and encourages applications from peoples with disabilities and will provide accessibility accommodations as part of the application process upon request.

**Applicants resumes may be used to create a qualified candidates list for recruitment of other positions within our organization.**

**IF THIS EXCITING OPPORTUNITY INTERESTS YOU, PLEASE SUBMIT YOUR RESUME WITH COVER LETTER QUOTING FILE #FSW2024to:**

**Manager of Human Resources** c/o 20 Main Street South, Kenora, Ontario P9N 1S7 Fax: (807) 548-1345 or  
by **E-mail:** AAFS.HumanResources@aafs.ca

**DEADLINE TO SUBMIT APPLICATION IS: OPEN UNTIL FILLED**