

External Job Posting:

Family Support Worker

AGENCY OVERVIEW:

Carizon Family and Community Services specializes in children's mental health, youth engagement and development, family violence services, individual and family counselling, parental support and education, credit counselling, workplace resilience, settlement support and community wellness.

POSITION OVERVIEW:

The Family Support Worker is an integral member of our Polaris multidisciplinary team that supports families who have a child identified as having significant mental health challenges. The Family Support Worker provides a variety of support services to the family as well as formal and informal supports in the home and in various community settings.

Through the establishment of trusting, supportive and creative relationships with family members and caregivers, the Family Support Worker will engage families in assessment to work towards identifying goals to improve family wellness. The Family Support Worker offers information, guidance and support, is a problem-solving partner and advocate families.

This is a full-time permanent position and the successful applicant must be able to work one evening per week 12-8pm and offer additional evening flexibility based on family needs.

RESPONSIBILITIES:

- Meet with families in their homes and in various community settings
- Develop and implement individualized treatment plans in partnership with families, based on identified needs
- Provide home-based counselling, including parent education and coaching, skill teaching, and promoting positive parent-child interactions
- Assist families in finding appropriate resources and provide crisis support as required
- Communicate regularly with other members of the team, updating them on the families' progress so that the multi-disciplinary treatment plan is well coordinated
- Complete all documentation as per departmental standards
- Respond to and support families who are in crisis
- Develop and facilitate groups and workshops for families
- To always perform work safely and in compliance with the Occupational Health and Safety Act (OHSA)

EDUCATION/KNOWLEDGE/EXPERIENCE:

- Diploma in Child and Youth Work or Social Services, or a related degree (eg. BSW)
- Minimum 3 to 5 years successful field experience, or a minimum of 5 years relevant education and special experience or skills
- First Aid/CPR Certificate
- PMAB (Prevention and Management of Aggressive Behaviour) Certificate
- Membership within a professional association is preferred
- Has a knowledge of, and a sensitivity to, the common challenges faced by families who are part of the children's mental health system
- Has demonstrated a commitment to working in partnership with families. Is sensitive to the fact

that families can experience a power imbalance in their relationship with professionals and is committed to redressing this balance

- Communicates with families naturally, in a non-judgmental, honest way that enables family members to know they have an ally
- Has a detailed knowledge of the local formal and informal support services;
- Has a flexible work approach, willing and able to change as the needs and desires of families change. Is able to work at the families' pace, and is resilient enough to hold on until families are ready to take action
- Is a reflective practitioner, open and responsive to feedback from peers and supervisor
- Sound understanding of childhood and adolescent development and children's mental health
- Sound understanding of children's behaviours, including disruptive, defiant and aggressive behavior
- The ability to use child development theory, attachment theory, trauma informed therapeutic practices, brain development theory and social learning theory to help parents and family members to understand their children's behaviours and build skills to support their children
- The ability to work in a respectful but confident manner with families to model strategies for supporting their children and to become a consistent, compassionate and effective coach to parents and family members

WHAT CARIZON CAN OFFER YOU:

- the opportunity to work for an agency that cares and provides incredibly valuable services to our community
- work that is grounded in family engagement principles
- committed and collaborative employees
- competitive pay
- benefits - sick and personal time, vacation time, health and dental benefits, and a matching RRSP plan

HOW TO APPLY:

Interested applicants are invited to submit their resume (in confidence), before 4:00 p.m. on the last day of this posting to: Human Resources via email: hr@carizon.ca, quoting the competition number in the cover letter and email subject line. *We request that candidates please send their cover letter and resume together as one combined document (Word.doc, PDF etc.).*

**Carizon is an equal opportunity employer and supports workforce diversity. At Carizon, we believe that diversity enriches our performance, clients, services offered, the communities where we live and work, and the lives of our employees. Should you require accommodation during the recruitment process, please contact Human Resources (hr@carizon.ca). While we thank all applicants for their interest, only those candidates selected for an interview will be contacted.*

<u>SALARY:</u> Salary Grade 7 \$24.82 to \$30.27 per hour	<u>STATUS:</u> Full-time Permanent	<u>COMPETITION NUMBER:</u> 72-19 (NUC-70)
<u>LOCATION:</u> Waterloo Region	<u>HOURS OF WORK:</u> 35 hours/week	<u>POSTING PERIOD:</u> December 9-18, 2019
<u>EMPLOYEE GROUP:</u> Non- Union	<u>SCHEDULE:</u> Generally Monday-Friday, however some evenings and weekends required	<u>START DATE:</u> ASAP