

## Enhanced Home Support Worker – Thunder Bay Office

### Casual Employment Opportunity

**Pay Rate:** \$24.50/hr

**Mileage Reimbursement Rate:** \$0.56/km

The goal for the Enhanced Home model is to create a safe, consistent, caring environment that cultivates stability prior to transitioning/returning to a long-term home. The Enhanced Home Support Worker is to work within the home based off need (evenings, weekends, provide support during meetings to child/youth etc.) This position is intended to be a casual, part-time position. There is no guarantee of hours. Enhanced Home Support Worker may accept up to a maximum of 40 hours per week. It is the Enhanced Home Support Worker's responsibility to track their hours worked, as they could be working with several different children/youth and/or families at the same time.

### Position Requirements

- Knowledge of the impact that oppression, Anti-Black Racism, and colonization has on the lives of service users, particular to identity formation and systemic issues
- Maintain a strong sense of professional judgment, tact, ethics, sensitivity, integrity, and confidentiality.
- Upon conditional offer of employment:
  - Valid "G" Ontario Driver's License and safe driving record.
  - Upon hire, submission of a current Vulnerable Sector Criminal Records Check satisfactory to Employer.
  - Access to a reliable insured vehicle.
  - Flexible schedule (including evenings, weekends).
  - Child Welfare Records Check satisfactory to Employer.
- Adapt to changes and demonstrate flexibility
- Knowledge of de-escalation techniques
- Problem solving, critical thinking, multitasking
- Knowledge of the stages, milestones, and prerequisites of development of children from birth through young adulthood
- Requirements for maintaining confidentiality and the principles of privacy
- Knowledge and ability to develop therapeutic relationships
- Ability to work through a trauma informed lens
- The importance of cultural diversity in child rearing practices, parenting, and family resources
- Case noting, communication skills
- Effectively manage interpersonal conflict.
- Work in a safe manner in accordance with the Society's health and safety policies and procedures and all relevant legislation

### Position Duties

- ❖ Support to Children and Youth in Care:
  - Providing respite/support to resource caregiver(s) by supervising children/youth; both inside the home and in the community in a manner which supports the rhythms and routines of the home
  - Provide emotional and behavioural support to children/youth.
  - Where alternate arrangements cannot be made, assist in transporting children to school, activities or to appointments.
  - Complete case notes based on observations.
- ❖ Family Time:
  - Facilitate visits between children/youth and their parents and other family members.
  - Transport child(ren)/youth to and from the family visits, and support children and parents with the transition at the beginning and end of the visit.
  - Some visits are fully supervised; other visits may be partially supervised. The specifics of the visit arrangements vary from family to family according to their needs.
  - Complete case notes based on observations.
- ❖ Other Duties/Responsibilities:
  - All health and safety incidents, issues and concerns must be reported to the Manager of Support Services.
  - Communicate with the SPRING team regarding tasks assignments.
  - Complete case notes detailing observations/activities and involvement with children/youth and families.
  - Submit timesheets, mileage and expenses on timely basis
  - Attend training, professional development opportunities as required/needed

### APPLICATION INFORMATION - Accepting applications until April 29, 2026

Please submit a cover letter and resume on-line at [www.thunderbaycas.ca](http://www.thunderbaycas.ca) "Career Opportunities". Individuals may also submit an application directly to: Human Resources, The Children's Aid Society of the District of Thunder Bay, 1110 Jade Court, Thunder Bay, ON P7B 6M7

The Society is committed to supporting and advancing equity, diversity and inclusion in our organization and the society in which we serve. As such, we are expressly interested in receiving inquiries and applications from individuals who identify themselves as Indigenous, racialized, or equity seeking in order to better reflect the demographic profile of Thunder Bay and District.

*TBCAS is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code.*

*We thank all applicants; however only those considered for an interview will be contacted.*