



## **Foster Resources Worker – Head Office**

### **Full Time, Permanent – (33.75 hours/week)**

Under the general supervision and support of the Integrated Team Manager or their designate, the Foster Resources Worker carries out a number of tasks related to the provision of foster care services including: Recruiting, screening, approving, training, and ongoing support to prospective and active foster homes. The incumbent is responsible for Foster Resource case file documentation/recordings including: Case notes, support and supervision reports, annual review tools, home study assessments, letters, affidavit and other legal materials and placement and financial form processing.

#### **Duties Include**

- Assess the suitability of a foster home applicant as per SAFE and PRIDE models of practice.
- Interview applicants in order to elicit important and sensitive information.
- Demonstrate critical thinking skills to formulate pertinent, concise, and accurate assessments of the applicant's suitability.
- Participate in permanency planning from the outset of child protection intervention (seeking/ensuring safety, stability, and attachment).
- Ensure the collection and review of all relevant child history, social history, and assessment information.
- Collaboratively create case plans within the integrated team and implement placement decisions that are best suited to the unique needs of the child and family, by taking into consideration the various permanency and concurrent planning options.
- Cooperatively work with case managers in the pre-placement phase and during the child's stay in the home.
- Formulate strategies for mitigating the initial effects of separation on children, their parents, and caregivers.
- Ensure effective and realistic intervention plans are implemented in order to maintain children in their resource.
- Provide information to foster home resource families regarding services and resources available, in order to support the success of the placements.
- Develop trusting relationships with foster home resource families and support them during periods of crisis.
- Complete administrative documentation in a professional and timely manner as per standards, regulations, policies, and procedures as set out by both The Ministry of Child and Youth Services and the Agency.
- Prepare court documents (Affidavits and other legal materials).
- Testify in court, specifically on the subject of the child's placement needs with respect to safety, permanency and well-being, and the completed SAFE home study.

#### **Position Requirements**

- BSW; "Candidates with other academic qualifications and related experience plus demonstrated ability will be considered."
- Contribute to a culture of diversity, equity, and inclusion with a commitment to the elimination of disparity and disproportionality in service outcomes.
- Demonstrates an ability to manage a variety of case types and can effectively address contentious issues with resource families and/or with professionals in the workplace/community.
- Demonstrated ability to engage and develop trusting relationships with foster resource families, and ability to support families during periods of crisis.
- Demonstrated ability to conduct assessments of families and children/youth that are comprehensive, detailed, relevant, and thorough.
- Upon offer of employment, submission of a Current Criminal Records Check (Vulnerable Sector), deemed satisfactory to the employer.
- Can differentiate healthy attachment behaviours from impaired attachment behaviours displayed by children; can identify and assess attachment related problems in children and identify appropriate services to address the resulting needs.
- Valid Ontario "G" Driver's License and use of a reliable vehicle.
- Flexible work schedule as required to meet the demands of a Foster Resource Home caseload.
- Those offered employment will be required to provide proof of full COVID-19 vaccination or written medical exemption.

#### **APPLICATION INFORMATION – Applications Received to July 21, 2022, at 5:00 pm**

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

*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 the 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.*