



Child Protection Worker – Thunder Bay Office

One (1) Full Time, Permanent Position – (33.75 hours/week)

SALARY RANGE: \$60,824 – \$88,142

The Child Protection Worker receives referral information, investigates allegations of abuse and neglect, assesses the need for ongoing agency involvement, and provides short or long-term therapeutic interventions and support as required to prevent circumstances which may lead to child maltreatment. The incumbent has accountability for case decision-making and direction. This work is ideal for individuals interested in social work, a changing and challenging work environment, and who enjoy working from a collaborative, strength-based perspective.

Duties Include

- Provide protection and counselling services to families and children, including placing and supporting children in alternative care settings when indicated by safety assessments
- Undertake family and individual assessments
- Develop partnerships in the community and collaborate with other social services in a community-based model of service
- Prepare reports, correspondence, and documents for internal and external use, including legal matters
- Participate in case conferences, staff meetings and professional development opportunities both within and outside the agency
- Travel within the region to meet the needs of families and services
- Travel to the District as required.

Position Requirements

- B.A. or equivalent combination of education or experience. B.S.W. or H.B.S.W. education preferred. Candidates with other academic qualifications and related work experience, plus demonstrated ability, will be considered, and are strongly encouraged to apply.
- Contribute to a culture of diversity, equity, and inclusion with a commitment to the elimination of disparity and disproportionality in service outcomes
- Demonstrated understanding of the Child Welfare Organization within the community context, and an aptitude to learn the theories and skill sets associated with child protection work
- Knowledge and experience in applying therapeutic approaches with children and families within an anti-oppressive, strengths based, collaborative framework
- Demonstrated ability to gather, integrate and interpret complex information
- Demonstrated ability to assess risk and to formulate and carry out service plans in collaboration with the family and other community resources
- Excellent crisis intervention skills
- Strong time management skills and ability to work effectively under pressure
- Excellent interpersonal and communication skills
- Demonstrated knowledge, skills, and abilities to work effectively with diverse communities
- Proven ability to work as an integral member of a team
- Computer literate
- Reliable vehicle, safe driving record and valid G Driver's License
- Upon offer of employment, submission of a Current Criminal Records Check (Vulnerable Sector), deemed satisfactory to the employer

APPLICATION INFORMATION – Applications received to August 3, 2026 @ 4:30pm.

Please submit a cover letter and resume on-line at 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.