Child Protection Worker – Marathon Office

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

SALARY RANGE: $60,824 - $88,142

The Child Protection Worker receives referral information, investigates allegations of maltreatment 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 rural social work, a changing and challenging work environment, and who enjoy working from a collaborative, strength-based perspective. Excellent training and professional development opportunities and a supportive work environment are provided, in addition to a generous salary and benefits package.

Duties Include

- Provide protection and safety assessment 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 district to meet the needs of families and services.

Position Requirements

- B.A. or equivalent combination of education or experience. B.S.W or H.B.S.W education preferred.
- Candidates without the specific education qualifications, but who possess an appropriate combination of child welfare/social services experience and other academic qualifications 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.
- 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.
- Proven ability to work as an integral member of a team.

APPLICATION INFORMATION – Accepting applications until October 28, 2026, at 5:00 PM.

Please submit a cover letter and resume on-line at www.thunderbaycas.ca "Career Opportunities". Individuals may also submit an application directly to: Manager of People and Culture, 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 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.