



<b>Posting No.</b>	<b>FSW2022-17</b>	<b>Posting Date:</b>	July 5, 2022
<b>Position Title:</b>	Family Support Worker (FSW)	<b>Position Status:</b>	Permanent, Full-time
<b>Union Position:</b>	CUPE	<b>Location:</b>	Greenstone

## Summary

Working within a Recovery Framework, the **Family Support Worker (FSW), Children's Services** supports children and youth (birth to 17 years of age), living with mental health challenges and/or developmental disabilities, and their families/guardians and communities across the District of Thunder Bay. The **FSW, Children's Services** works as an integral part of a clinical team, and collaboratively with Children's Counsellors, and is responsible to provide mental health and developmental supports, including but not limited to: targeted prevention (e.g., education, facilitation of psycho-social educational groups, presentations, etc.), case management and service coordination including referrals to specialized services, crisis response and family support.

## Core Competencies

<ul style="list-style-type: none"> <li>Recovery focused and person-centered orientation</li> </ul>	<ul style="list-style-type: none"> <li>Effective planning, organizational and time management skills</li> </ul>
<ul style="list-style-type: none"> <li>Mindful and self-reflective</li> </ul>	<ul style="list-style-type: none"> <li>Critical thinking skills</li> </ul>
<ul style="list-style-type: none"> <li>Adaptable and flexible</li> </ul>	<ul style="list-style-type: none"> <li>Excellent communication skills</li> </ul>
<ul style="list-style-type: none"> <li>Resourceful</li> </ul>	<ul style="list-style-type: none"> <li>Sound decision-making skills</li> </ul>
<ul style="list-style-type: none"> <li>Accountable and dependable</li> </ul>	<ul style="list-style-type: none"> <li>Networking and relationship building skills</li> </ul>
<ul style="list-style-type: none"> <li>Creative and innovative</li> </ul>	<ul style="list-style-type: none"> <li>Ability to work both independently and within an interdisciplinary team</li> </ul>

## Job Duties and Responsibilities

### Clinical

Working with children and youth who are living with mental health challenges and/or developmental disabilities, in addition to families/guardians and community, duties include, but are not limited to:

- Through the Access Network and via the liaising with the most appropriate physician(s), community agencies and/or care providers, facilitating the removal of barriers to care and connection to services and ensuring the wrapping around of these services to best meet the holistic needs of the client.
- Individually and/or collaboratively with Children's Counsellors, developing, collaboratively with the client and/or family/guardian, Personal Plans of Care based on the principles of

person-centered planning, self-determination and choice and providing services reflective of this plan.

- Providing education, information, referral and case management.
- Developing and/or facilitating psycho-educational and/or support groups for children, youth and families/guardians.
- Facilitating educational workshops and delivering presentations.
- Ensuring that the protection and rights of children and families/guardians are addressed in accordance with applicable legislation, Standards of Practice and NOSP policies and procedures.
- Maintaining a client caseload consistent with expectations of the role.
- Documenting all client engagement, case management activities and client progress in the electronic client clinical record.
- Maintaining confidentiality and working in a manner consistent with ethical guidelines of the Ontario College of Social Workers & Social Service Workers.
- Participating in the clinical supervision and performance enhancement process.
- Developing personal goals for continued learning and engaging in ongoing development and self-evaluation.
- Assisting, precepting and providing support for colleagues, students and others to enhance and further develop clinical practice.

#### Administrative

- Participate as an active and contributing member of the NOSP team.
- Participate in team and agency staff meetings, actively contributing to discussion, planning and problem solving.
- Participate in agency change initiatives, actively contributing input to support for success.
- Participate in research and program evaluation projects within the agency.
- Participate in and contribute to agency-wide activities and initiatives (e.g., committees, working groups, agency planning days, etc.).
- Familiarize self and work in alignment with agency policies and procedures, College Standards and governing legislation.
- Maintain up-to-date documentation within the agency's electronic case management system, applying College Standards as they relate to clinical documentation.

#### Occupational Health and Safety

- Follow all policies and procedures to ensure personal safety and safety of others.
- Following the principles of the Internal Responsibility System (IRS), report any observed health and safety risks to the immediate manager or designate.

Additional duties as required to support the effective operation of the Children Service's Program and related delivery of services to individuals and families across the District of Thunder Bay.

## Qualifications/Requirements

- Social Service Worker (SSW) Diploma and registration, in good standing, with the Ontario College of Social Workers and Social Service Workers (OCSWSSW). Child and Youth Worker (CYW) Diploma will be considered if registered with the OCSWSSW.
- A preference of three (3) years' experience in a mental health and/or developmental services agency providing interventions and/or support for children, youth and families.
- The ability to effectively support families and develop sustainable, professional relationships.
- Familiarity with Personal Plans of Care for children and youth.
- Experience in the delivery of one-on-one counselling supports and group facilitation.
- Experience in the development of psycho-educational groups, workshops and presentations.
- Sound knowledge of the child protection system in Ontario and relevant legislation.
- Knowledge and understanding of the impact of intergenerational trauma and colonization.
- Knowledge of the range of community health and social services across the District of Thunder Bay, and Northern Ontario, and how to access the same.
- Knowledge of and experience with clinically sound documentation standards.
- Sound clinical acumen.
- An understanding of the Personal Health Information Protection Act (PHIPA) and the ability to effectively apply privacy practices within the rural living context.
- Applied Suicide Intervention Skills Training (ASIST) is considered an asset.
- Demonstrated ability to work both independently and collaboratively as a member of an interdisciplinary team.
- Clear understanding of scope of practice as it relates to the position and in keeping with the applicable Regulatory College and performance of duties within this scope.
- Advanced skills in oral and written communication.
- Working knowledge of Microsoft Office Suite.
- A valid Ontario Driver's Licence is required. The use of a privately-owned vehicle and appropriate insurance coverage is required.
- Ability to travel across the District of Thunder Bay and/or out-of-District communities, as required.
- Ability to speak French is considered an asset.
- This position may require working flexible hours contingent upon client need.

.....

Interested applicants should submit a cover letter and current resume to the attention of Evan Speziale at [evan@spezialerecruiting.ca](mailto:evan@spezialerecruiting.ca), referencing the **Posting No.** found at the top of this posting. This position will remain posted until filled.

**\*\*\*This is an equal opportunity position\*\*\***

**In order to ensure equal opportunity during the recruitment and selection process, NOSP provides accommodations for applicants with disabilities upon request.**