



## Niijaansinaanik Child and Family Services

*Niijaansinaanik Child and Family Services is currently in the designation process to become a fully mandated Child Well-Being Agency to provide Prevention and Protection Services. We serve the communities of Wahnapiatae, Dokis, Henvey, Magnetawan, Shawanaga, and Wausauksing First Nations.*

### SCREENING & DISCLOSURE SUPERVISOR PERMANENT FULL-TIME

Reporting to the Manager of Protection Services, the Screening and Disclosure Services Supervisor is responsible for directly supervising the Telephone Screeners and Disclosure Workers. The Supervisor is responsible for providing direction, coaching and clinical supervision to staff on all matters relating to child welfare service delivery while ensuring that their efforts are in alignment with the Agency's strategic planning, policies and procedures as well as the legal framework of the Child, Youth and Family Services Act and First Nation standards of practice.

#### **Front Line Support and Supervision:**

Supervise and oversee the day-to-day case management of a community-based child welfare team by providing leadership, guidance, coaching, mentoring, support and regular evaluation.

- Ensure provision of services and case management practices appropriately incorporate the enhancement and development of positive cultural identities of the children, families and communities served
- Ensure development and consistent day-to-day supervision of thorough and relevant assessment, planning, action and evaluation to all children and families being served by the Agency
- Consistently adhere to Agency vision, mission, best practice standards, policies and procedures to promote effective casework practices
- Plan, organize, make decisions for, and monitor all casework activities to ensure consistency with legislation, practice standards, regulations, Agency vision, mission, policies, procedures and community norms
- Provide clinical supervision and ensure services are provided using family-centered, strengths-based, child-focused practices while assisting families in building their capacities to provide safe and nurturing environments for children

#### **Leadership in Child Welfare:**

Create a work environment that supports achievement of the Agency's vision and mission and promotes excellence in direct practice.

- Develop a supportive and caring work environment to encourage staff to be engaged, involved and invested in their work
- Demonstrate effective leadership to enhance staff performance in successful achievement of Agency and team objectives
- Organize and lead regular team meetings to enhance planning, monitoring, problem solving, education, transfer of learning, and team and Agency development

#### **Human Resources:**

Provide guidance, direction and support to team.

- Identify proactive strategies of communicating performance standards and motivating workers
- Develop team and individualized training plans
- Develop and lead supervisory conferences, team meetings and case reviews and observe caseworkers in order to identify ongoing strategies to meet the team's training needs

#### **Qualifications**

##### **Minimum Education**

- Master of Social Work degree is preferred and would be an asset
- Honors Bachelor of Social Work (HBSW) degree

##### **Minimum Experience**

- Five (5) years' direct experience working with children and families involved in child welfare protection
- Three (3) years' direct management and administration experience in a child welfare protection or social service agency

##### **Knowledge Requirements**

- Knowledge of Niijaansinaanik Child and Family Services programs and services
- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings
- Basic knowledge of the Child, Youth and Family Services Act
- Knowledge of First Nation service delivery, customs and traditions in responding to child welfare
- Knowledge of traditional practices, ceremonies and teachings

**Other Requirements**

- Must provide a clear Police Records Check – Vulnerable Sector
- Must provide a Class 'G' Ontario Driver's Licence
- Must have \$1M auto insurance liability coverage
- Must provide an acceptable three-year uncertified Driver's Abstract

**Work Site Location:**

- Henvey Inlet

Nijaansinaanik is committed to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. Accommodations are available upon request for candidates taking part in the recruitment process. Please submit your resume and cover letter along with three work related references to:

Bonnie Reid, Director of Human Resources  
Nijaansinaanik Child and Family Services  
940A Main Street, Dokis First Nation, ON P0M 2N1  
Email to: [careers@nijcfs.com](mailto:careers@nijcfs.com) or fax to (705) 223-7439

Application deadline is:

**This position will remain posted until filled**

Preference will be given to applicants of Native ancestry, please self-identify.

We thank all those applicants for their interest, however, only those selected for an interview will be contacted.

For a more detailed job description, please contact

Human Resources at [careers@nijcfs.com](mailto:careers@nijcfs.com)

or call (705)923-8400.