

## *You will have knowledge of:*

- principles and practices of social work;
- theories of child growth and development and the impact of influencing factors;
- interviewing and investigative techniques;
- conflict resolution techniques;
- risk factors related to the safety of children;
- indicators of child abuse and neglect;
- multi-cultural beliefs, values and perspectives with particular emphasis on First Nations and Métis;
- poverty and other socio-economic issues (addictions, violence, life skills,) and how they impact on people;
- a range of theories and intervention strategies (crisis intervention, crisis management, counselling, suicide identification and intervention);
- systemic barriers that affect clients and communities (racism, sexism, discrimination);
- Family Systems Theory;
- the dynamics of separation and grieving.

On the job, you will learn about family-centered case management and will work with *The Child and Family Services Act*.

These positions are considered to be “field workers” and are subject to various hours of work including evenings and weekends.

The Department of Community Resources and Employment is committed to workplace diversity and encourages applications from qualified persons of aboriginal ancestry; persons with disabilities; members of visible minorities; and women seeking management or non-traditional roles.

# Careers

## Child Protection Worker

This brochure provides basic information on the job of child protection worker. Child protection workers require a Bachelor of Social Work, Bachelor of Indian Social Work, or an alternate bachelor level social work degree from an accredited university, as approved by the CASW/CASSW.

Ensuring the safety and well-being of children is a responsibility shared by every member of the community. When parents are unable or unwilling to provide their children with appropriate protection, care and supervision, it may be necessary to take steps to ensure the child's needs are being adequately met.

Child protection services are provided by the Department of Community Resource and Employment (DCRE) under the authority of *The Child and Family Services Act*.



## ***The Job***

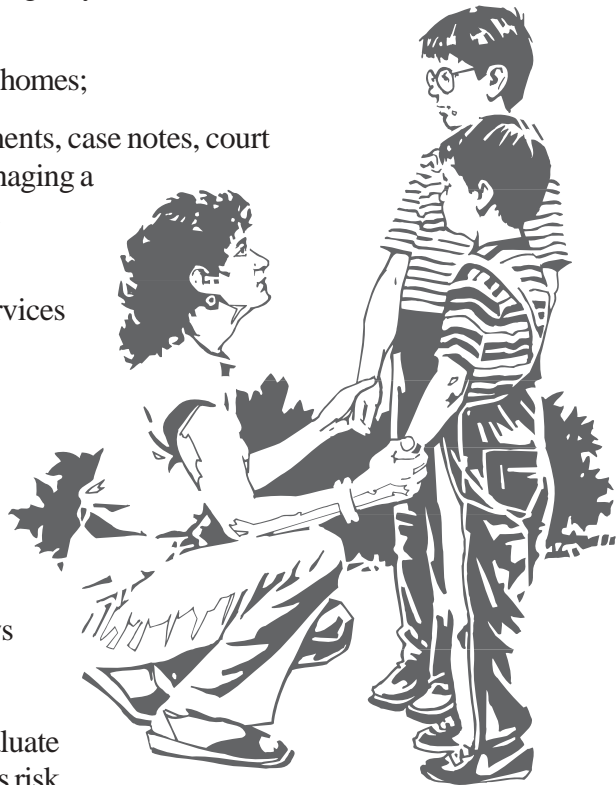
Your responsibilities include:

- investigating referrals of child neglect and abuse;
- counselling families and helping them develop plans to better deal with the problems they are having with their children;
- admitting children into care of the DCRE by providing services to those children in order to meet their basic and special needs;
- working with the court (if it becomes involved with a family) and ensuring the family is referred to the agency that is best able to offer them help;
- placing children into foster homes;
- preparing reports, assessments, case notes, court related documents and managing a complicated caseload; and
- working closely with other agencies to co-ordinate services to families.

## ***The Person***

You will have the demonstrated ability to:

- plan and conduct interviews with individuals who may display a broad range of emotions to gather and evaluate relevant information, assess risk factors/family dynamics and the need for services;
- assess, develop, implement, evaluate and adjust case plans in order to reduce risk and enhance individual/family functioning;



- apply a case management model with assessing, developing, implementing, evaluating and adjusting case plans in collaboration with the client and others to establish goals and meet diverse client and family needs;
- develop and maintain effective working relationships with a diverse and challenging range of individuals, interest groups and service providers;
- organize, present and record information in a clear, concise and accurate manner which allows a third party to understand the reasons for a decision or the need for further action;
- independently and interdependently function as a team member;
- independently plan and balance diverse and conflicting workload pressures, in a timely manner accomplishing program goals while meeting client needs;
- assess, input, retrieve and process information on a computer system in an accurate and timely basis;
- travel and work flexible hours.

## ***Child Protection Workers are:***

- focused on service to clients, families and communities by being diligent, hard-working, task oriented, reliable and goal oriented;
- risk takers, creative thinkers, team players;
- compassionate and supportive of others;
- honest and truthful in word, intention and action;
- genuine, sincere, tolerant, flexible and accepting of others in all circumstances;
- innovative at finding better ways to do things, learning from mistakes, learning continuously and being self-starters; and
- non-judgmental in order to respond without prejudice or preconceived opinions and able to establish communication and build rapport.