

- value diversity in order to be effective when interacting with people from all cultures, religions, sexual orientation, age groups, gender and socioeconomic backgrounds;
- confident and positive in order to engage clients and families in the helping relationship process or in order to support, motivate and encourage others to make positive choices.

You will have knowledge of:

- indicators of child abuse and neglect;
- principles and practices of social work;
- poverty and other socioeconomic issues and how they impact on people;
- human growth and development and the impact of influencing factors;
- multi-cultural beliefs, values and perspectives with particular emphasis on First Nations and Métis;
- a range of theories and intervention strategies.

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

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

Resource Development Worker – Child and Family Services

This brochure provides basic information on the job of a resource development worker in Child and Family Services for the Department of Community Resources and Employment (DCRE). You 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.

Staff working in the Child and Family Services Division, help families fulfil their responsibilities to care for, protect, socialize and nurture their members. Though most services are voluntary, it is sometimes necessary for DCRE to intervene directly when child safety is an issue. Services to children range from prevention to crisis intervention and remedial responses.

Resource development workers work with children in care of the Department, and their foster families. They recruit, train and



support the foster parents who provide care to children who must live away from their own families. Foster care gives children a warm and safe family environment where they get the care, supervision, support and guidance they need during the time they must live away from home.

The Job

Your responsibilities include:

- recruitment, training, support and home studies for foster homes;
- contact with children in care of DCRE to assess their needs, ensure their care is appropriate and provide direct counselling or referral to appropriate resources in the community;
- monitoring to ensure children's medical, dental, educational and cultural needs are met;
- maintaining regular contact with foster parents and consultation on a regular basis to establish both long and short term goals for children;
- working with a variety of children, including some with specialized needs.

The Person

We are looking for someone who is able to:

- plan and conduct interviews with individuals who may display a wide range of emotions to gather and evaluate relevant information, assess risk factors/family dynamics and the need for services;



- organize, present and record information in a clear, concise, complete, accurate and timely manner which allows others to understand the reasons for decisions/recommendations of the need for further action;
- apply a case management model when assessing, developing, implementing, and adjusting case plans in collaboration with the client and others to establish goals and meet diverse client and family needs;
- assess, develop, implement, evaluate and adjust case plans in order to reduce risk and enhance individual/family functioning;
- develop and maintain open and honest work relationships with a challenging and diverse range of individuals, interest groups and related service providers;
- work independently, interdependently and participate as a contributing member of a variety of teams within the workplace, community and other government departments and agencies;
- independently plan and balance diverse and conflicting workload pressures, in a timely manner accomplishing program goals while meeting client needs;
 - access, retrieve, input and process information using electronic systems in an accurate and timely manner;
 - travel independently in both rural and urban communities.

Resource development workers are:

- client service oriented to effectively meet client needs in a timely and conscientious manner;
- team players/facilitators in order to engage people and build helping relationships;
- respectful in order to respond effectively and positively in diverse relationships;