

Job Description

POSITION:	Intensive Therapeutic Family Worker
ACCOUNTABILITY:	Team Supervisor
CLASSIFICATION:	Full time
DATE APPROVED:	June 20, 2023

JOB PURPOSE

The Intensive Therapeutic Family Worker is responsible to provide therapeutic intensive wholistic services to children and their families while implementing treatment plans. The Intensive Therapeutic Family worker provides individual, family therapy services to strengthen and support wholistic wellness using culturally grounded interventions and strategies. The Intensive Therapeutic Family Worker functions within legislative requirements, regulations, policies and procedures and the Mission, Beliefs and Vision of the Nogdawindamin Family and Community Services and contributes to the accomplishment of the strategic priorities.

KEY JOB FUNCTIONS

Support Children, Youth and Alternative Caregivers:

Provide Intensive supportive services to identified families at risk of children being placed in out of home placements and or to assist parents with strategies for reunification of their children.

- Undertake an initial assessment for the family's wellness using the appropriate Agency assessment tools.
- Conduct interventions as directed by the Treatment Plan daily and outside of regular business hours as needed;
- Develop and Implement Treatment Plans that address areas of concern as identified by the Intensive Therapeutic Family Worker and Child Welfare Workers;
- Develop and tailor specific strategies of support garnered from the collection of information from the Circle of Care Team
- Provide the family with one-on-one therapeutic support through various intervention techniques such as play therapy, Cognitive Behavioural Therapy, Motivational Interviewing, Emotion Focused Family Therapy, Life Skills, Red Path, Land Base and Mindfulness therapeutic strategies and ensuring they are grounded in culture;
- Incorporate strategies to engage family members that empower them to make positive change;
- Participate in joint case assessment, planning, and service provision;
- Continually assess the strengths and needs of families, while engaging extended family members and community resources;
- Participate in Family circles, Family Conferencing utilizing the implementation of Traditional culturally based child-rearing practices;
- Support and encourage families to create an ongoing safe and nurturing environment;
- Implement and evaluate treatment plans that alleviates and mitigates ongoing concerns;
- Ensure that ongoing counselling services embrace and incorporate both contemporary and traditional mental health and support services;
- Provide ongoing support for the stages, process and milestones of normal development of children from birth to adolescence;
- Coordinate and deliver services and supports to meet the child's physical, social, emotional, cultural, spiritual, and recreational needs;
- Use immersive and engaging strategies to teach Caregivers skills related to the goals of the treatment plan including behavioral management skills, communication skills, coping skills, problem solving;
- Identify and assess the effects of separation on children and their parents or caregivers and strategize effective responses;
- Identify and strengthen connections between a child and their parents;

- Support caregivers in establishing realistic expectations of children and how to adjust their parenting skills accordingly;
- Utilize visitation and access visits for reassurance, ongoing assessment, planning and modeling of interventions;
- Ensure any child welfare issues are documented and referred to the Agency's child welfare team for follow up;
- Ensure Agency compliance with Ministry of Child and Youth Services Serious Occurrence directive and reporting requirements;
- Identify and support parents in responding to the issues and challenges associated with caring for children with physical or developmental disabilities, mental illness, emotional disturbance, behavior problems, chronic health issues, or who have experienced trauma;
- Identify linkages for parents to appropriate community services ;
- Maintain outcomes and provide progress reports
- Maintain a case file for each child, family including initial assessments, treatment notes, telephone or in-person discussions/correspondence with other services re: treatment plans, concerns or outstanding issues to be addressed, and progress towards treatment outcomes;
- Implement, role model parenting strategies and monitor training strategies;
- Decrease the anxieties and emotional conflicts of families in order to maintain stable families;

Relationship and Team Building:

Work collaboratively and cooperatively at all levels to support the use of a family-centered, strengths- based, culturally based, child-focused practices while assisting families in building their capacities to provide safe and nurturing environments for children.

- Demonstrate behaviors, actions and attitudes that are consistent with Agency vision, mission and values;
- Provide opportunities for the enhancement and development of positive cultural identities of the children, families and communities served;
- Ensure appropriate communication and consultation with Supervisor at appropriate times;
- Ensure effective and professional communications with all internal and external service providers;
- Share information according to privacy and/or confidentiality guidelines;
- Work respectfully, positively, professionally and collaboratively with team members.

Cultural Competency

Participate in cultural activities within the agency.

- Follow the Seven Grandfather teachings as it relates to the position in line with the vision and mission of the Agency;
- Actively attend and participate in regular Anishinaabe Aadziwin cultural training and/or activities provided by the Agency;
- Ensure appropriate cultural opening when coordinating meetings both within the agency, for clients, families, communities and other collaterals;
- Actively seek guidance from cultural staff how to incorporate culture into the position or how to work from a cultural perspective;
- Engage in learning and incorporating Anishinaabemowin language within the position.

Administration and Reporting:

Complete administrative functions and reports, and adhere to Agency policies, procedures, and relevant practices.

- Ensure submissions of reports are completed and reviewed;
- Prepare reports, statistics, briefing notes and correspondence as required;
- Develop and maintain an individual detailed work plan of activities;
- Ensure confidentiality and safekeeping of all Agency documents and records;
- Develop and maintain accurate, up-to-date and concise work files;
- Work in compliance with the Occupational Health and Safety Act and any other relevant legislation;
- Prepare and submit monthly reports and travel expense claims and maintain attendance records;

- Follow Agency human resources, finance and other policies and procedures in the performance of duties.

Other Duties

- Act in accordance with agency Code of Ethics and maintain confidentiality at all times to protect the privacy of Agency staff, families and communities;
- Participate in internal or external committees as required or assigned;
- Perform additional related duties in accordance with job responsibilities and department objectives;
- Participate in training, cultural events and other mandatory training as required;
- Other duties as required or assigned.

QUALIFICATIONS

Minimum Education

- Bachelor of Social Work Degree is preferred

Minimum Experience

- Two years' direct experience working with children, youth and families
- Experience working with Indigenous children, youth and families
- Experience working in a clinical environment provide child and family mental health healing and wellness
- Equivalent combination of education and experience may be considered

Knowledge Requirements

- Knowledge of Nogdawindamin programs and services
- Knowledge of the Child Youth and Family Services Act
- Knowledge of First Nation service delivery, customs and traditions in relation to child welfare
- Knowledge of external services and service agencies
- Thorough knowledge of the stages, process and milestones of normal development of children from birth to adolescence
- Knowledge of best practices in family therapy and interventions
- Knowledge of best practices in Parenting Techniques and behavior management

Special Skills

- Excellent interpersonal skills
- Excellent computer skills
- Excellent crisis intervention, conflict resolution, mediation, and problem solving skills
- Excellent written and oral communication skills
- Excellent organizational and administrative skills
- Ability to work with First Nation communities and people
- Ability to work with and meet tight timelines
- Ability to take initiative and work independently
- Ability to apply intervention skills
- Ability to implement and evaluate a variety of relevant intervention strategies
- Ability to work within a team environment
- Ability to meet deadlines and work flexible hours
- Ability to work with confidential and sensitive information

Other Requirements

- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions and the Seven Grandfather Teachings.
- Ability to understand and speak Anishinaabemowin is a definite asset.
- Must provide a Police Records Check deemed satisfactory by the employer.
- Must have a Class 'G' Ontario Driver's License, access to a vehicle and the ability to travel.
- Must have \$1M automobile insurance coverage.

WORK SITE LOCATION

Location to be determined.

PHYSICAL DEMANDS AND WORK ENVIRONMENT

While performing the duties of this job, the Intensive Therapeutic Family Worker will typically be in a home or office setting with regular meetings with children, families, and other professionals. The Intensive Therapeutic Family Worker is frequently required to operate a computer, file, and retrieve written documents, and work overtime when required or during emergency situations.

The physical demands and range of motion include, but are not limited to, standing, sitting, walking, climbing stairs, lifting up to 40 lbs., carrying, reaching, handling, kneeling, crouching and bending. The Intensive Therapeutic Family Worker will be required to travel to meetings and home visits within the district.

The Intensive Therapeutic Family Worker must be able to multi-task within a fast-paced, high-volume, and demanding environment. The Intensive Therapeutic Family Worker absorbs and interprets information from multiple parties on a regular basis and is required to listen and reconcile multiple points of view, which can be mentally challenging. As a result, this position is more emotionally challenging than physically challenging. There will be extended periods of sitting required when performing administrative tasks and while attending meetings.

Non-physical demands include a work environment where the noise level is usually moderate to high. The nature of the position may expose the Intensive Therapeutic Family Worker to high levels of tension when dealing with issues. The level of tension is usually moderate, with high levels of tension occurring occasionally.

The Intensive Therapeutic Family Worker may be exposed to potentially hazardous environments including driving conditions and volatile situations during home visits.

Given the traditional practices of Indigenous people, from time to time exposure to smoke from the burning of sacred medicines; tobacco, sweet grass, sage or cedar, may occur.

TECHNOLOGY & EQUIPMENT

Computer, photocopier, telephone, fax machine and cell phone.

SUPERVISORY RESPONSIBILITY

This position is not required to supervise any staff.

KEY RELATIONSHIPS

Internal

The position requires interaction with the Team Supervisor, Child Welfare Workers, Children's Mental Health Workers, Adult Mental Health Workers, Managers, Directors of Services, Cultural Services Department, Administrative Assistant, and other staff.

External

The position requires interaction with the Ministry of Children, Community and Social Services, Children's Aid Societies, other First Nation communities, and all service-related agencies within the First Nation that respond to child welfare service delivery needs.

DISCLAIMER

This document describes the position currently available and is only a summary of the typical functions of the job. It is not an employment contract. The above job description is not an exhaustive list of the duties, responsibilities, working conditions or skills required for this position. Additional duties may be assigned. Nogdawindamin reserves the right to modify job duties or the job description at any time.

SIGNATURE

This is to acknowledge that I have received a copy of this job description and understand its contents.

Signature of Employee

Date