



COMMUNITY WORKER (2375)

PERMANENT FULL-TIME

DEPARTMENT:	Youth Protection (640144)
WORK LOCATION:	Waskaganish
UNION:	CSN
STATUS:	1-Permanent Full-Time
HOURLY SALARY:	Min. (1) \$23.12 – Max. (12) \$33.61

SUMMARY OF THE POSITION

Person who participates in identifying the needs of the population and uses the appropriate techniques to implement various community action programs. She/he acts as a resource person for community groups.

SPECIFIC FUNCTIONS

In accordance with the policy and procedures of the CBHSSJB and within the framework of the Youth Criminal Justice Act, Youth Protection Act, S-5. and CMC mandate, the incumbent:

- Carries out the provisions of the Youth Protection Act in accordance with the Reference Manual on the Youth Protection Act, the Cree Health and Social Services Act and all CBHSSJB's Policies and Procedures;
- Assesses, within required timeframes, the situation of children and families signaled to Youth Protection to permit the DYP to determine whether or not security or development is compromised in accordance with the factors of analysis contained in article 38.2 of the Youth Protection Act;
- Determines the degree of risk and, when appropriate, to determine the orientation;
- Intervenes on time in Application of Measures-oriented situations and implement Court-ordered measures or agreements that are subject to voluntary measures, as appropriate;
- Develops intervention plans and intervenes in all cases in accordance with the framework for the child's life project and in alignment with Cree healing practices and paradigms;
- Intervenes in crisis situations;
- Provides on-going practical and psycho-social supports to encourage families address their issues and aims at finding solutions to their problems by undertaking activities that



require individual effort; to collaborate with internal and community resources which further the same goals;

- Assesses and assists in selecting the best alternative when a child cannot be maintained in his/her natural milieu and to prepare them for the placement of children outside the family unit, and/or permanency planning where required;
- Reintegrates or keeps the child in the family environment or indicate the best plan for the child; connect with the child's family circle and home community;
- Includes and applies reference frameworks, practice guides, programs and protocols.
- Establishes and maintains collaborative relationships with colleagues and partners, both internally and externally (e.g. CMC; schools; Foster Care resources; Youth Healing Services; Eeyou Eenou Police Force; community programs; etc.);
- Participates in meetings and orientation tables, depending on the request;
- Testifies in Youth Court as person authorized by the Director of Youth Protection;
- Records notes in cases according to legal requirements and the administrative requirements of CBHSSJB;
- Observes confidentiality at all times and for all files.

REQUIREMENTS

Education:

- Must have a college diploma (DEC) in technique of social work or other relevant college discipline of a recognized school by the competent ministry.
- This job also includes the person who, hold a certificate of college studies in Social Work Techniques or Social Assistance Techniques.
- Applicants with an attestation of college studies in Educators in Native Childcare Services or Special Needs Education aboriginal and Inuit children may be considered.

In the absence of applicants with the above-mentioned requirements, applicants with the below detailed requirements can be considered.

Education:

- Must have a completed secondary 5 diploma from a recognized school by the competent ministry.

Experience:

- Must have 3 years of experience in the field of Youth Protection;
- Must have successfully completed the CHARLIE and PCFI trainings.



Knowledge and Abilities:

- Proper knowledge of the community social environment;
- Knowledge of Cree culture and social/health issues in Eeyou Istchee;
- Knowledge of Eenou/Eeyou Pimaatsiun healing practices and paradigms is an asset;
- Ability to communicate with people, to run interviews and to establish and maintain a "helping relationship with beneficiaries";
- Ability to work in collaboration with CMC community workers, NNADAP workers and other medical social services staff and other organisms within and outside the community;
- Skills in counseling and knowledge of the laws: Y.O.A, Y.P.A, S-5;
- Demonstrated ability to work in crisis situations as well as intervene in a context of authority while mobilizing the families;
- Knowledge of child development, and of maltreatment issues;
- Excellent clinical judgement;
- Must show initiative, be dynamic, exhibit responsibility and professionalism;
- Must be sensitive to issues within the family unit;
- Ability to read and write reports (mandatory skills exam).

LANGUAGE

- Fluent in Cree and English;
- Fluency in French is an asset.

OTHER

- Valid driver's permit class 4B meeting the standards of the Société d'assurance automobile du Québec and the Ministère des Transports du Québec;
- Excellent driving record: Driving Record Request (SAAQ clic online Services – Citizens);
- Available to travel inside and outside of the Eeyou Istchee territory, as required;
- Must be occasionally available to work outside the regular working hours (availability).
- Exemption from Order available however, will be expected to keep membership to Order of active in order to execute reserved acts.

POSTING START/END DATE:	2021-02-22/2021-03-08
POSITIONS AVAILABLE:	1
HOUSING PROVIDED:	No
SHIFT TYPE:	Day
HOURS PER DAY/WEEK:	7/35



HOW TO APPLY

To apply, please forward your resume to:

Cree Board of Health & Social Services of James Bay

Tel 514-861-5955 **Fax** 514-989-7495

Email jobs.reg18@ssss.gouv.qc.ca

With your application, please make sure to specify the Posting # and the Job title on which you wish to apply.

WE THANK ALL CANDIDATES WHO APPLY, HOWEVER ONLY THOSE SELECTED FOR AN INTERVIEW WILL BE CONTACTED.

NOTES

In accordance with various Sections of the James Bay and Northern Quebec Agreement (JBNQA), the organization has the objective of staffing all of its positions with qualified and competent beneficiaries of the JBNQA.