



COSA SUPERVISOR
Part-Time One-Year Contract Position
(.6 FTE / 21 hours per week)
(Annual Salary pro-rated at .6 ranges from \$48,329 to \$55,947)

Family and Children's Services of Guelph and Wellington County is committed to the decolonization of the child welfare system while remaining focused on the safety and wellbeing of children with their families and kin. This includes challenging and responding to the structural inequalities experienced by families. Fundamental to the work are the foundations of Equity, Anti-Oppression, Indigenous Justice, and Trauma in child welfare using the practice models of Signs of Safety and Family Finding.

POSITION SUMMARY:

This position will supervise access for the Agency. It will provide support to the service teams around the access program and provide clinically informed information back to teams. The position will provide families with more consistency in service and more opportunity for supportive interventions to be implemented. This position would seek and provide feedback regarding what is working well in the program as well as areas that need to be addressed. This position will work collaboratively with Service Managers and staff on all matters related to access and will be responsible for the day-to-day oversight and supervision of the COSA program and COSA workers.

QUALIFICATIONS:

- MSW/BSW or equivalent from a recognized University
- Minimum 3 years' experience in child welfare
- Knowledge of trauma, attachment, impact on adults and children and the experience of children in the child welfare system
- Understanding of child developmental stages as well as ability to identify patterns of strength and concern in parent/child interactions
- Knowledge and understanding of child and adolescent growth and developmental needs, and familiarity with deviations from usual development patterns
- Knowledge of the Child & Family Services Act
- Good communication skills to supervise, motivate, support and guide staff on matters related to best practices around access planning and support backgrounds and languages
- Proficiency in using Agency software systems.
- Proven ability to apply anti-oppression principles in a variety of cultural milieus
- Ability to work collaboratively with a multidisciplinary team
- Strong engagement and conflict resolution skill
- Knowledge of the Child, Youth & Family Services Act and Ministry Child Protection Standards

- Knowledge of over-representation and barriers experienced by marginalized groups and specifically African Canadian/Black, Indigenous communities and LGBTQ2S+
- Demonstrated understanding of Anti-Oppression, Anti-Black Racism, Anti-Indigenous Racism and work from an Equity framework
- Strong time-management skills and ability to work effectively under pressure
- Second language is an asset
- Effective interpersonal and communication skills - verbal and written
- Proficiency in using information technology and electronic information systems.

Family & Children's Services of Guelph and Wellington County is committed to working from an Anti-Oppressive and Equity practice and dedicated to building a workforce that reflects the diversity of the community in which we live and serve. The agency encourages applications from members of an Equity deserving group and/or with lived experience. We are committed to creating an accessible environment for all. Please let us know if you have any accommodation needs.

We thank all applicants; however only those considered for interviews will be contacted.

Qualified individuals are invited to send their resume by **December 2, 2022** to:

Human Resources

Family & Children's Services of Guelph and Wellington County

employment@fcsgw.org

Posting Date: November 24, 2022