



**FAMILY SERVICES WORKER**  
**Job Classification - Child Protection**  
**Four Permanent Fulltime Positions**  
**(\$68,724 - \$87,711)**

Family & 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 of Family Services are the foundations of Equity, Anti-Oppression, Indigenous Safety, and Trauma in child welfare using the practice models of Signs of Safety and Family Finding.

**POSITION SUMMARY:**

The Family Service Worker role consists of the responsibility of providing a range of services consistent with the Agency's Mission Statement and Strategic Directions utilizing a prevention and early intervention perspective of child abuse and neglect. The Family Services worker is responsible for investigating allegations of child protection and use a balanced risk analysis that focuses on both harm and risk of harm to children and youth while recognizing family strengths and existing safety. The role recognizes the importance of building partnerships with family for the purpose of child safety and will be responsible in utilizing family and community supports to mitigate future harm for children. The Family Service Worker will also be responsible for ongoing advocacy for children, youth and families and in building partnerships with internal agency departments as well as with community and cultural supports and organizations.

**QUALIFICATIONS:**

- MSW/BSW degree preferred or related degree and work experience;
- Knowledge of the Child, Youth and Family Services Act and Ministry Child Protection Standards;
- A knowledge of the barriers experienced by all marginalized groups and specifically African Canadian/Black and Indigenous communities and LGBTQ2S+;
- Demonstrated understanding of Anti-Oppression practice, Anti-Black Racism, Anti-Indigenous Racism and work from an Equity framework;
- Knowledge and understanding of child and adolescent growth and developmental needs;
- Skills in investigation, assessment and case planning;
- Good interpersonal and communication skills;
- Ability to work co-operatively as a team member;
- Knowledge of and skills in community development, community-based practice and service integration;
- Second language is an asset;
- Skilled in use of computer software;

**Current Location:** 275 Eramosa Road, Guelph

The successful candidates will be licensed to drive in Ontario and have access to a car.

If you don't see yourself fully represented in each requirement of the job, we still encourage you to apply. Research has shown individuals from underrepresented groups may only apply when they feel 100% qualified. We are committed to creating a more equitable, inclusive, and diverse organization and we strongly encourage all applicants with diverse identities and lived experiences to apply.

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 **March 14, 2025**, to:

Human Resources

Family & Children's Services of Guelph and Wellington County

[employment@fcsgw.org](mailto:employment@fcsgw.org)

***Posting Date:*** March 6, 2025