

## JOB POSTING

<b>Position:</b>	Social Worker - Black Family Support Program
<b>Contract type:</b>	Full Time – Permanent
<b>Reports to:</b>	Manager – BFSP
<b>Location:</b>	Region of Peel
<b>Rate:</b>	\$32.26 Per Hour, 35 Hours P/W + Benefits after probation
<b>Deadline to apply:</b>	Open till filled
<b>Position Type:</b>	This position is part of the bargaining unit.

### Position Summary:

We are looking for a compassionate and culturally aware Black Family Support Social Worker to deliver specialized counseling and case management services to Black families, individuals, and 2SLGBTQ+ youth in the Region of Peel. This role offers the opportunity to work in a supportive environment that emphasizes cultural identity, values, and the unique needs of the Black community, especially in assisting Black youth and families facing social and systemic challenges.

### Key Responsibilities:

- Design, implement, and oversee programs that incorporate culturally relevant and inclusive practices, tailored to the lived experiences of Black individuals and communities, with a focus on enhancing cultural identity, values, and practices.
- Provide comprehensive case management, including intake, assessment, and care planning for Black individuals and families.
- Offer culturally sensitive counseling services, addressing the specific challenges and needs of the Black community.
- Educate clients and the broader community on key issues such as race, systemic oppression, mental health, and overall well-being.
- Connect clients with appropriate resources, ensuring access to food, housing, education, employment, legal services, healthcare, and community support systems that reflect their cultural needs.
- Maintain detailed, confidential records of client interactions, outcomes, and case notes in alignment with organizational policies and industry standards.
- Collaborate with target groups, including families with special needs, those facing language barriers, young/single parents, and LGBTQ+ youth, to ensure effective support.
- Plan and manage work schedules and resources to ensure efficient program delivery.
- Work with stakeholders to ensure that program goals are met within the set timelines, managing expectations and deliverables.
- Generate accurate reports related to the program's performance and outcomes.
- Act as a liaison between family programs and the SWIS/Youth team, ensuring consistent communication and coordination.
- Perform other related duties as assigned.

**Qualifications:**

- A bachelor's degree in social work (BSW) and membership/registration with a professional association is required at the time of hire.
- Minimum of 2 years of experience working with the Black community, Black youth, is highly preferred.
- Strong organizational and time-management abilities, with a proven capacity to handle multiple priorities and tight deadlines.
- Excellent written communication skills, with an ability to produce clear, detailed reports.
- Skilled in delivering effective presentations on topics such as program status, milestones, achievements, budget management, and risk mitigation.
- Exceptional communication and interpersonal skills, with a demonstrated ability to navigate complex or sensitive situations with tact and diplomacy, including conflict resolution with both youth and adults.
- Experience with various social work methodologies, including strengths-based practice, trauma-informed care, cognitive-behavioral therapy (CBT), and person-centered approaches.
- A solid understanding of risk management to ensure the safety and well-being of all program participants.
- Strong commitment to advancing diversity, combating anti-Black racism, and incorporating anti-oppressive practices into daily work.
- Experience in developing program materials, business documentation, and working with internal databases.
- Proficient in Microsoft Office Suite (intermediate to advanced level).
- Willingness to work evenings and weekends as needed.
- Strong customer service orientation, adhering to organizational service standards and policies.
- A valid Ontario driver's license and access to a reliable vehicle for local travel is required.
- Candidates must provide a current Vulnerable Sector Screening (VSS) conducted within the last 6 months, along with a copy of their professional registration upon hire.

**How to Apply:** Send your resume and cover letter in PDF, outlining relevant experience to [hr@mnsinfo.org](mailto:hr@mnsinfo.org) Please include “**Social Worker – BFSP**” in the subject line.

*"We thank all applicants for their interest in MNS. However, only candidates selected for an interview will be contacted. No telephone calls please."*

*MNS encourages applications from individuals reflecting the diversity of our community. MNS is committed to fair and accessible employment practices and when requested, will make reasonable effort to accommodate people with disabilities during the recruitment and assessment processes when filling positions.*