**Job Title: Entry Level, Child Intervention Practitioner - Talent Pool**

Requisition ID **55252** - Posted **03/07/2024**
(Full-time permanent)

The Government of Alberta is committed to a diverse and inclusive public service that reflects the population we serve to best meet the needs of Albertans. Consider joining a team where diversity, inclusion and innovation are valued and supported. For more information on diversity and inclusion, please visit: https://www.alberta.ca/diversity-inclusion-policy.aspx

**Build a career with Children and Family Services! We offer employee supports, career growth, competitive salaries, and comprehensive benefit packages!**

* The Alberta Public Service provides a comprehensive total compensation package. For more information and to calculate your potential total compensation, https://researchapscareers.alberta.ca/careers/Health-Social-Sciences/(type/Human-Services-Worker//jobLevel:level/Human-Services-Worker-3)
* MyChoice Benefits - Alberta Blue Cross -  https://www.alberta.ca/alberta-public-service-benefits-programs.aspx
* Pension plans: Public Service Pension Plan (PSPP) – https://www.alberta.ca/pensions.aspx
* Additional benefits and perks available for those interested in living and working North of the 55th Parallel: https://www.alberta.ca/premium-pay-directive
* Curious about joining the Alberta Public Service? Click here: – https://www.alberta.ca/advantages- working-for-alberta-public-service.aspx

**Job Information**

Job Title: Entry Level, Child Intervention Practitioner - Talent Pool
Job Requisition ID: 55252
Ministry: Children and Family Services
Location: North Region, Edmonton Region, Central Region, Calgary Region, South Region
Full or Part-Time: Full Time
Hours of Work: 36.25 hours per week
Regular/Temporary: Permanent
Scope: Open
Closing Date: July 5th, 2024
Classification: Human Services Worker 3
Salary: ​$2,318.07 to $2,987.65 bi-weekly ($60,501 - $77,977/year)

**Organizational Context**

The Ministry of Children and Family Services works to foster a society in which families are safe and resilient, individuals have sustainable employment, vulnerable Albertans have the support they require, and no one is left behind. Children and Family Services’ mission is to assist Albertans in creating the conditions for safe and supportive homes, communities and workplaces so they have opportunities to realize their full potential. Its core business is to work collaboratively with community partners to deliver citizen-centered programs and services that improve quality of life for Albertans. The ministry deals with topics that vary widely and addresses many of the issues people face across their life span.  To learn more about our Ministry’s work, please visit: https://www.alberta.ca/childrens-services.aspx.

**Role Responsibilities**

Are you looking to start your professional career in Child Intervention? Choosing the path as an Entry Level, Child Intervention (CI) Practitioner will provide you opportunities for a career that focuses on child safety, child well-being, family and community support, and permanency. Children and Family Services is committed to ongoing improvement and pursuit of excellence in services to infants, children, youth and families. In this role, you will apply your related education and gain experiential learning in Child Intervention (CI) Practice.

The Entry Level, CI-Practitioner is a developmental position that sets you on a meaningful career journey within Children and Family Services. Working in collaboration with a team of CI professionals, you will further develop your knowledge and skills as you work toward becoming a fully delegated Child Intervention Practitioner. You will gain confidence in your ability to work collaboratively with families and community partners in the creation of safe environments and identify safety and risk factors within communities and homes. You will strengthen your understanding of the fundamental components in casework, including family dynamics, trauma-informed practice, harm reduction, Signs of Safety, life-long connections, and encouraging families to have input into decisions that affect their lives.

The Entry Level, CI Practitioner will recognize the importance of working collaboratively with First Nations, Metis and Inuit communities, and have a working knowledge around the Truth and Reconciliation Commission calls to action. They also understand the importance of child and family involvement, connection, and collaboration to a large array of other cultures and communities.

Through a robust learning plan, you will develop and continue to evolve your casework practice in your first year. Upon successful evaluation, you will transition to a Delegated CI Practitioner at a higher classification.

**Qualifications**

A degree or diploma in Social Work with no experience, or an equivalency as described below.

**Equivalencies:**

* Related university degree (BA Child Studies/Child & Youth Care, BA Education, Bachelor of Health Sciences, Bachelor of Human Services, BA/BSc Psychology, BA Sociology, Bachelor of Community Rehab, BSc. Family Studies/Human Ecology, BA Early Child Development) and 1 year of related experience.
* Or a related diploma (Addictions/Counseling, Child and Youth Care, Human Services, Criminal Justice) and 2 years of related experience.
* Or a related certificate and 3 years of related experience.

**Related Experience Includes;**

Case management and planning in a child intervention setting; crisis intervention and protection work; foster and kinship care; family preservation and family support; counseling youth and families; knowledge of community connections and socially inclusive environments; as well as experience and understanding of Indigenous peoples, various cultures, community connections, and socially inclusive environments.

CI Practitioners must also demonstrate effective and concise written communication skills, using professional and inclusive vocabulary. Reports and written notes may be shared with senior leadership in the Ministry.

**Assets**

* Completed a practicum with Children and Family Services.
* Worked for the Delegated First Nation Agency (DFNA).
* Previously worked for Children and Family Services in the last 24 months.

**APS Competencies**

Competencies are behaviors that are essential to reach our goals in serving Albertans. We encourage you to have an in depth understanding of the competencies that are required for this opportunity and to be prepared to demonstrate them during the recruitment process.

This link will assist you with understanding competencies: https://www.alberta.ca/system/files/custom\_downloaded\_images/psc-alberta-public-service-competency-model.pdf

**To be successful in this role you will need to demonstrate the following competencies:**

* **Creative Problem Solving:** Ability to gather information from varied sources, analyze and interpret information to formulate reports and make decisions related to case planning.
* **Agility:**Ability to prioritize competing workload pressures in an effective manner and contribute to the organizational goals.
* **Drive for Results:**Demonstrates ability to gather, integrate and interpret complex information sets and accomplishes goals and priorities in order to deliver outcomes consistent with departmental objectives and directives. Excellent analytical, assessment and critical judgement skills.
* **Building Collaborative Environments:**Ability to work cooperatively and collaboratively with a variety of teams within the workplace, community, and other Government ministries/agencies to meet client and ministry goals and objectives.
* **Developing Networks:** Ability to interact positively, build relationships and work effectively with others.
* **Develop self and others:**Ability to invest in the development of long-term capability of yourself and others.

**Pre-Employment Requirements**

**As part of the recruitment process, you are required to complete and satisfactorily qualify on the following:**

* Virtual multi-panel interview,
* Written evaluation and assessments,
* Academic credential check,
* Professional and/or academic reference checks,
* Criminal Record Check with Vulnerable Sector,
* Intervention Record Check,
* Alberta College of Social Workers Registration (for those with a degree or Diploma in Social Work), and
* Current 5-year Commercial Driver Abstract

Any costs associated with obtaining the required documents/checks as noted or interview travel expenses, will be the responsibility of the candidate. Out-of-province applicants can obtain the required documents/checks from the province they currently reside in.

Not providing or completing any of the above requirements will result in a delay of your application progress. Any documents recently completed (Criminal Record Check, ACSW Registration, Reference Lists) can be uploaded to your candidate profile for easy access by the hiring panel.

**To provide a more efficient hiring process applicants are encouraged to have the following Pre-Employment Checks completed before the interview:**

**Note:**Completion of these pre-employment checks will not preclude interviews, however, it will expedite the process.

* Criminal Record Check with Vulnerable Sector – can be requested by your local police or RCMP. Once completed, please upload to your candidate profile.
* Intervention Record Check – forms can be requested at this website: https://www.alberta.ca/obtain-a-child-intervention-record-check. Upon completion by Children and Family Services please upload your form to your candidate profile.
* Educational Check – this form will be provided at the interview invitation stage and can be uploaded to your candidate profile.
* Supervisory References – this form will be provided at the interview invitation stage and can be uploaded to your candidate profile.
* Driver’s Abstract – request a 5-year commercial driver’s abstract and upload to your candidate profile.

**Notes**

**Hours of Work**

Monday to Friday 8:15 am to 4:30 pm (36.25 hours per week (full-time).

**Locations**

Children and Family Services serves communities in 5 regions across the province.

**North Region**

* Includes Edson, Hinton, Whitecourt, Athabasca, Westlock, Barrhead, Lac La Biche, St. Paul, Vegreville, Bonnyville, Cold Lake, Slave Lake, Grande Cache, Grande Prairie, Peace River, High Prairie, High Level, Fairview, Valleyview, and Fort McMurray, and Metis Settlements.

**Edmonton Region**

* Includes Edmonton, Fort Saskatchewan, Spruce Grove, St. Albert, Sherwood Park, Stony Plain, Leduc, Enoch First Nation, and Alexander First Nation.

**Central Region**

* Includes Lloydminster, Wainwright, Camrose, Wetaskiwin, Drayton Valley, Rocky Mountain House, Red Deer, Stettler, Drumheller, and Olds.

**Calgary Region**

* Includes Calgary, High River, Airdrie, and Strathmore.

**South Region**

* Includes Lethbridge, Medicine Hat, Taber, Brooks, and Fort MacLeod.

**Travel and Vehicle Requirements**

Travel will be required in the Entry Level, CI Practitioner role; therefore, final candidates for this position will be asked to provide a current 5-year Commercial Driver Abstract. Employees will be required to use their own vehicles when government fleet vehicles are not available.

Employees must have a valid driver’s license and access to a vehicle that is suitable to the requirements of this position.

**Other Information**

If you completed a practicum placement with Children and Family Services, please include your practicum supervisor/manager as part of your reference.

Candidate screening and interviews will be taking place periodically throughout the job posting. Interviews will be taking place virtually, and accommodation may be made if requested.

Successful candidates will be placed into a talent pool, at which point their pre-employment checks will be conducted and their suitability will be assessed. Those who are matched to a vacancy will be contacted; those who are not, will have up to 6 months to be considered while their certification is still valid. This competition may also be used to fill future vacancies, across the Government of Alberta, at the same classification level for Caregiver Practitioners who work in a variety of areas such as Kinship, Adoptions and Foster Care.

**Information Sessions**

For further information about the Entry Level, Child Intervention Practitioner position; perks about working in our rural locations or the North; details about this competition; or general questions about working for the Government of Alberta, please join us for our Open House virtual information sessions. You will have access to our Talent Acquisition professionals and Managers/Professionals with Child Intervention.

Follow the links below which will be active on the date of the session:

**Open House #1: Wednesday, April 10, 2024 – 3:30 pm to 4:00 pm MST.**

Click here to join the meeting

Meeting ID: 232 423 197 244
Passcode: TZiiRT

**Open House #2: Wednesday, May 8, 2024 – 3:30 pm to 4:00 pm MST.**

Click here to join the meeting

Meeting ID: 211 023 852 008
Passcode: CfFq8v

**Open House #3: Wednesday, June 12, 2024 – 3:30 pm to 4:00 pm MST.**

Click here to join the meeting

Meeting ID: 242 341 727 064
Passcode: RNAjnP

**How To Apply**

Click on the “Apply Now” button.

Candidates are required to apply for a job online. Please visit https://www.alberta.ca/navigating-online-jobs-application.aspx for more information.

Current employees should access the Career tile in 1GX to submit their application in order to be recognized as an internal applicant.

Applicants are advised to provide information that clearly and concisely demonstrates how their qualifications meet the advertised requirements, including education, experience and relevant examples of required competencies.

It is recommended applicants who have completed post-secondary studies from outside of Canada obtain an evaluation of their credentials from the International Qualifications Assessment Service (IQAS) or from recognized Canadian Credential Evaluator **prior to submitting their application;** please visit the Alliance of Credential Evaluation Services of Canada for more information.

 **Closing Statement**

This competition may be used to fill future vacancies, across the Government of Alberta, at the same or lower classification level.

We thank all applicants for their interest. All applications will be reviewed to determine which candidates' qualifications most closely match the advertised requirements. Only individuals selected for interviews will be contacted.

If you require any further information on this job posting or a copy of the role profile, please contact us at psc.hsw3recruitment@gov.ab.ca.