

**HEALTH SCIENCES CENTRE
JOB DESCRIPTION**

DATE: April 28, 2005
Revised :Dec 10th, 2010

POSITION TITLE: CHILD PROTECTION SPECIALIST

JOB CODE: 30002217

UNION: M.A.H.C.P.

DEPARTMENT: CHILD PROTECTION CENTRE

SUPERVISOR'S TITLE: Social Work Manager, Child Protection Centre

SUPERVISORY RESPONSIBILITIES: (XX) **None**
Number Titles of those supervised

EDUCATION:

Master's Degree in Social Work.

SPECIAL TRAINING :

Successful completion of all levels of Manitoba's Competency-Based Child Protection training program or an equivalent combination of education & experience as recognized by the Centre.

Specialized training in child maltreatment investigation usually acquired through progressive experience and responsibilities in risk assessment or advanced clinical practice focusing on the individual and family determinants which effect the parent-child relationship.

Proficient in the use of the Manitoba Risk Estimation Scale (M.R.E.S.) and/or the New York Risk Estimation Scale (N.Y.R.E.S.) or its equivalent.

EXPERIENCE:

A minimum of 7 years of progressive experience in the investigation, assessment and supervision of child abuse cases. A demonstrated ability to prepare psychosocial assessments of high risk families. Proven competence in case supervision and consultation. Ability to formulate professional opinions regarding parent-child relationships and prepare reports for agency and judicial review. Must demonstrate a strong commitment to the profession of Social Work, maintain current registration in MASW and MIRSW, and work effectively within a multidisciplinary assessment program.

OTHER:

A record of professional achievement which qualifies the incumbent as an expert witness in the Court of Queen's Bench (Family Division).

Advanced knowledge of the theory and practice of assessing children's normal and abnormal sexual behaviors and an understanding of identification and treatment strategies for victims of sexual abuse.

Advanced knowledge of parenting and child development theory and its application to high-risk families.

PHYSICAL DEMANDS AND WORKING CONDITIONS:

Must be able to attend community meetings and interviews external to the Centre. Driver's license and access to a reliable vehicle preferred. Must have some flexibility regarding work schedule although hours of work are regularly 8:30 to 4:30 p.m..

LICENCES, REGISTRATIONS:

Registered with the Manitoba College of Social Workers or eligible for registration.

SERVICE OVERVIEW:

The Child Protection Centre is a multidisciplinary assessment program dedicated to protecting children from maltreatment through the provision of expert assessments to determine the existence or risk of (re)occurrence of abuse or neglect. The Centre provides hospital based acute medical and psychosocial opinions on a consultation basis as well as regular outpatient clinics focusing upon sexual and physical abuse. The Centre also provides consultative and diagnostic services for children and their families where children may be experiencing developmental delays and psychosocial difficulties as a result of abuse or neglect. The Centre also promotes child well being and the protection of children from maltreatment through advocacy, research, and education.

MAIN FUNCTION: (In Order of Importance):

The incumbent applies advanced knowledge and skill in this role as an expert in the assessment of parent – child relationships including any potential for maltreatment through neglect or abuse. Practicing within high-risk child care situations, the incumbent is accountable for assessment recommendations which will substantially effect client outcomes. Accountability will be maintained through maintenance of expert witness status before the Court of Queen's Bench and current study and research in the areas of child maltreatment and child development.

Main Function continued

Under the direction of the Social Work manager, the incumbent is responsible for:

1. Conducting Parent Child Assessments and preparing detailed reports for submission to the mandated child welfare agency involved. 50%
2. Providing expert witness testimony at the Court of Queen's Bench and any other tribunals involved in matters pertaining to the protection of children. 10%
3. Providing and/or leading professional case consultation to case managers, agency supervisors, and/or other involved disciplines. 15%
4. Providing short-term casework and assessment services to the CPC multidisciplinary team in referrals from hospital patient care teams or the community through clinic based services. 15%
5. Participating in multidisciplinary team meetings to conduct case reviews, strengthen practice co-ordination and decision-making, improve team communication, and share any necessary administrative functions. 5%
6. Maintaining expert witness status through knowledge acquisition, clinical practice, and contributions to scholarly journals or presentations in professional or public educational forums. 3%
7. Participating in individual and multidisciplinary team presentations about general and specialized topics related to CPC functions detailed above. 2%

ILLUSTRATIVE EXAMPLES OF ACTIVITIES OF POSITION:

- reviews parent-child assessment request and prepares assessment strategy which generally includes conducting interviews with the referral source, collateral service providers, the parent(s), observations of the parent(s) and child(ren), and file reviews. Assessment activities will be in the community and at the Centre.
- determines whether additional assessments will be required on specific areas of concern such as child development, cognitive capacity, and mental health and makes referrals to the appropriate disciplines.
- summarizes and analyses the information gathered from the data gathering phase, incorporating the findings of other discipline's assessments and compiles a detailed report which includes conclusions and recommendations about the parent(s) capacity to care for their children. Information is also provided about any method or remedial treatment which may address any identified deficiencies in parental functioning.
- consults with child welfare agency case managers and supervisors, lawyers, and debriefs with the parents regarding the contents of the assessment report.

- testifies in Court of Queen's Bench as an expert witness on parent-child relationships and any other related areas of expertise such as child development, child maltreatment, addiction, etc.
- consults with team members or other professionals to acquire or provide professional opinions on parent-child relationship matters.
- understands Child and Family Services Act and the functions of the child welfare system and its relationships with family and criminal courts.
- identifies and recommends specific community treatment and support services for parents and children.
- mediates and advocates on behalf of children where specific children's service issues are identified.
- interviews social workers and/or guardians accompanying children at sexual abuse clinical appointments and provides case consultation, brief support, and treatment or follow-up referrals.
- provides brief assessment services for clinic or in-patient referrals involving sexual, physical abuse or neglect.
- drafts detailed consultation reports, letters, and assessment for CPC and HSC records.
- prepares and presents information about the psychosocial aspects of child maltreatment and/or role of CPC at professional and public forums.
- performs responsibilities in a professional manner adhering to the CASW Code of Ethics and the Health Science Centre Code of Conduct.
- maintains current registration with the Manitoba College of Social Workers
- adheres to all safety and health regulations and safe work practices.
- may be required to perform other duties and functions related to this job description not exceeding above stated skills and capabilities