



## Framework for hiring Child Protection Workers

In line with our All at the Table and Journey Beside Strategic Directions, we value diversity among our staff and staff being representative of the people we serve. We also value a Social Work education and the values, knowledge, theoretical framework, skills and abilities that are consistent with that profession. Our goal is for staff who are hired to have a minimum Bachelor of Social Work (BSW) or Indigenous Social Work Degree.

At the same time, there are two important considerations during the hiring process:

1. Indigenous Service – approximately 25 – 30% of our service is with Indigenous people. Our intent is to hire Indigenous staff because we believe that Indigenous families and communities have the right to expect a choice that they will be served by Indigenous people. The Child and Family Services Act recognizes the entitlement of Indigenous people to both provide their own child and family services and to receive services in a manner that recognizes their culture, heritage and traditions. Colonization and racist government policies and practices including Residential Schools have created large inequities for First Nation people. The negative impact, generational trauma and challenges are a direct result. For many years, First Nation people lost their Status if they obtained a post-secondary education. We need to do things differently to bring about greater equity. One thing we will do differently is consider other educational backgrounds such as a minimum College Diploma in Social Services or Child & Youth Care. We will also consider the core values, abilities, skills and knowledge within the Indigenous population and hire accordingly. We will provide support and encouragement to Indigenous staff to continue furthering their education and obtaining a BSW or Indigenous Social Work Degree.
2. Candidates with University Degrees, other than Social Work, with significant relevant experience. Where there are clearly no qualified and suitable BSWs for a vacant position that has been advertised, candidates with other degrees may be hired. Where there are questions about the suitability of a BSW candidate or comparison of a BSW candidate with a non-BSW candidate, the following perspectives will be considered and discussed when making the decision:
  - a. Values of both candidates as determined by the interview process.
  - b. Diversity of both candidates with a priority given to increasing diversity of our staff consistent with our “All at the Table” strategic direction.
  - c. Candidates who are local to the area and/or with significant connections to the area.
  - d. Needs of the agency with a longer term lens and consistent with our Strategic Directions.

## **Approval for hiring an external candidate:**

Following the interview(s), the HR manager will meet with at least one Director of Service to review the process and make a determination about the successful candidate. This framework will be used to guide that decision.

Where there is a recommendation to make an exception to the framework, the Executive Director will be included in the final decision about hiring.

All current child protection staff shall be grand-parented in. This framework will be applied to any external hires or hires from outside the current child protection staff (i.e non-protection staff) who are seeking a protection position.

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October 25, 2016