

Position: **Benchmark Job #337**

Ministry: Children and Families

Working Title: **Regional Child Protection Consultant**

Branch: Regional Operations Division

Level: Range 26

Location: Various

NOC Code: 4152

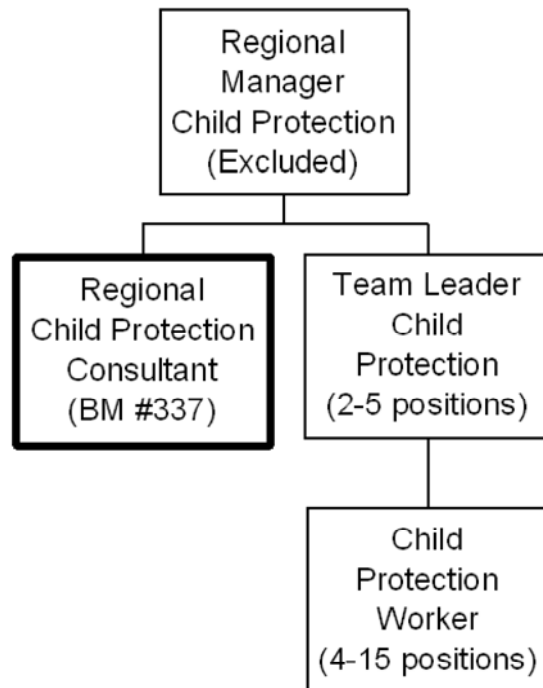
## PRIMARY FUNCTION

To provide clinical consultation to regional child protection workers, supervisors and managers, regarding serious, and contentious cases of child abuse and neglect.

## JOB DUTIES AND TASKS

1. Provides clinical consultation to child protection workers, supervisor and managers dealing with serious and contentious child abuse and neglect cases
  - a. reviews referred cases and provides an opinion as to the seriousness, risk, assessment, coordination, requirements and child protection interventions undertaken or required
  - b. guides, and assists child protection workers and supervisors in completing and analyzing required immediate safety assessments and comprehensive risk assessments
  - c. guides and assists child protection workers and supervisors in developing, implementing and reviewing risk reduction service plans including completing risk assessments
  - d. reviews cases for referral to the hospital-based Suspected child Abuse and Neglect (SCAN) teams for specialized medical assessment and functions as regional liaison to the teams
  - e. researches and provides clinical information to child protection social workers, supervisors and managers to assist them in understanding and managing serious cases of child abuse and neglect
  - f. provides consultation to the Regional Child Protection Managers regarding implementation of the BC Risk Assessment Model
2. Implements, revises and supports the BC Risk Assessment Model
  - a. provides input and assistance to the Child Protection Division regarding the evaluation and revisions to the BC Child Protection Model and the need for and development of additional, specialized assessment tools for child protection staff
  - b. provides ongoing support to child protection workers, supervisors and managers regarding the proper utilization of the BC Risk Assessment Model
  - c. collaborates in the design, development and implementation of new practice tools, techniques and methods to advance child protection practice
3. Provides training of regional staff and community partners in the areas of risk assessment, child abuse and neglect
  - a. provides the exclusive training on the BC Risk Assessment Model to child protection workers, supervisor, managers and community partners including initial and advanced risk assessment
  - b. provides training on the BC handbook for Action on Child Abuse and Neglect
  - c. provides or arranges special child abuse and neglect training for child protection staff

- d. assists in the development and review of the risk assessment training curriculum
- 4. Mentors social workers and supervisors
  - a. determines the nature and type of training or mentoring support that is required to ensure best case practices are established and followed
  - b. assesses workers' individual learning needs and selects most effective learning strategies and experiences
  - c. develops and implements strategies for developing workers' competence and confidence
  - d. works with district supervisors to plan and implement a program to address workers' needs
  - e. ensures workers acquire knowledge and skills by assigning readings, instructing by example, critically reviewing practice and discussing practice issues
  - f. models attitudes, values, behaviours and skills to assist with learning
- 5. Performs other related duties
  - a. assists the Regional Child Protection Manager in developing child protection protocols with community partners
  - b. administers assigned regional training budget



FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
1	<p><b>JOB KNOWLEDGE</b></p> <p>Understand all related issues of a significant and specialized child protection program to provide consultation and authoritative advice to district supervisors and workers on serious and contentious cases of child abuse and neglect; mentor and train social workers and supervisors in the area of child abuse and neglect to ensure best case practices are learned, established and followed.</p>	I	305
2	<p><b>MENTAL DEMANDS</b></p> <p>Judgement to evaluate effectiveness and develop proposals to improve regional child protection case practice including providing consultation and advice to workers on cases, mentoring new social workers, collaborating in the design, development and adoption of new practice tools, techniques and methods; and training staff on child abuse and neglect and use of new tools and practice methods.</p>	H	250
3	<p><b>INTERPERSONAL COMMUNICATION SKILLS</b></p> <p>Persuasion required to use basic counselling skills to provide authoritative advice to social workers on serious and contentious child abuse cases and to persuade social workers to adopt appropriate attitudes, values, behaviours and skills.</p>	D	45
4	<p><b>PHYSICAL COORDINATION AND DEXTERITY</b></p> <p>Moderate coordination and dexterity required to drive vehicle to district offices for case consultations, mentoring sessions and when conducting training sessions.</p>	C	15
5	<p><b>RESPONSIBILITY FOR WORK ASSIGNMENTS</b></p> <p>Guided by general ministry policies and social work standards, provide consultation to workers and supervisors on serious and contentious child abuse cases, plan and deliver training programs and public education programs to address concerns and mentor new social workers to ensure they acquire appropriate knowledge and skills.</p>	F	160
6	<p><b>RESPONSIBILITY FOR FINANCIAL RESOURCES</b></p> <p>Moderate financial responsibility to administer regional training budget.</p>	D	22.5

FACTOR	REASON FOR CLASSIFICATION	DEGREE	POINTS
7	<p><b>RESPONSIBILITY FOR PHYSICAL ASSETS/INFORMATION</b></p> <p>Moderate responsibility to set up and maintain a project information system on referred cases, training and mentoring sessions.</p>	C	15
8	<p><b>RESPONSIBILITY FOR HUMAN RESOURCES</b></p> <p>Responsibility to provide formal training to field staff on child abuse and neglect and the use of new practice tools and methods.</p>	B	9
9	<p><b>RESPONSIBILITY FOR WELL BEING/SAFETY OF OTHERS</b></p> <p>Significant care and attention to provide advice and guidance on required child protection interventions to District Supervisors and workers dealing with serious and contentious child abuse and neglect cases.</p>	E	40
10	<p><b>SENSORY EFFORT/MULTIPLE DEMANDS</b></p> <p>Focused sensory concentration to frequently listen to social workers while assessing their learning needs and discussing practice issues.</p>	C	12
11	<p><b>PHYSICAL EFFORT</b></p> <p>Moderate physical effort to frequently focus visual attention to computer screen and printed documents to review referred cases and prepare detailed reports.</p>	C	12
12	<p><b>SURROUNDINGS</b></p> <p>Exposure to occasional unpleasant dealings with upset social workers when reviewing and discussing serious and contentious cases of child abuse and neglect.</p>	A	2
13	<p><b>HAZARDS</b></p> <p>Limited exposure to hazards from regular driving to district offices to discuss cases and deliver training programs.</p>	B	4

Total Points: 891.5

Level: Range 26