



Information Package: CASDSM Recruitment Overview

Agency Overview

The Children's Aid Society of the Districts of Sudbury and Manitoulin (CASDSM) is committed to promoting the safety, well-being, and best interests of children and youth. Through strong partnerships with families and community organizations, CASDSM works to remove barriers to success by fostering culturally responsive, equitable, and inclusive services that meet the diverse needs of the communities we serve.

Overview of CASDSM

- **Establishment:** 1908
- **Location:** Main office at 303 York Street, Sudbury, ON.
- **Work Environment:** Hybrid, unionized workplace with approximately 160 employees.
- **Mandate:**
 - One of 50 child welfare agencies in Ontario (37 mainstream, 13 child well-being agencies).
 - Governed by the Child, Youth and Family Services Act (CYFSA).
 - Member of the Ontario Association of Children's Aid Societies (OACAS).
 - Operates 24/7, year-round.

Service Areas

- **Greater Sudbury, Manitoulin Island, Espanola, Chapleau, Sudbury East (St. Charles)**

Our Mission

Working in partnership for children and youth to have safe and supportive families.

- To promote the safety and permanency of children and youth through:
 - **Permanency Planning:** Ensuring stable, long-term family relationships for every child.
 - **Strength-Based Approach:** Empowering families and linking them to community-based supports.

Every child deserves:

- Permanent, safe, and enduring family relationships.
- Legal rights and a sense of belonging within a family.
- Support for their physical, emotional, social, cognitive, and spiritual well-being.

Our Vision

Children, youth, and families succeeding together.

Our Values

Respect, Inclusivity, Accountability, Integrity, Kindness

What Sets Us Apart

- No waitlists – families receive support without delay.
- Community-rooted approach – we prioritize cultural and family connections.
- Inclusive and culturally responsive services.
- Strong partnerships with Indigenous communities and local organizations.
- Designated French Language Services agency.
- Committed to prevention and early intervention.

Our Workplace Culture

- A blend of new talent and seasoned professionals – some with over 30 years of service.
- A team built on compassion, collaboration, and continuous learning.
- We are committed to Truth and Reconciliation and to providing culturally responsive care for Indigenous communities, newcomers, and individuals from diverse and marginalized backgrounds.
- We foster a culture of belonging where every voice matters.

Legislative Framework

Child, Youth and Family Services Act (CYFSA)

- Paramount purpose: Promote the best interests, protection, and well-being of children and youth up to age 18.

French Language Services Act (FLSA)

- Guarantees equitable and responsive child welfare services for Francophones in Ontario.

The CASDSM Team

Core Departments:

- Direct Service Teams (14 teams)
- Legal, Finance, IT, Human Resources, and Property Management
- Administrative Support

Key Services

- Child Protection Services
- Family Support Services
- Emergency After-Hours Services (available 365 days/year)
- Intimate Partner Violence Response
- Kinship and Foster Care Recruitment and Support

Career Opportunities

1. Family Support Workers

Responsibilities:

- Provide tailored support to families.
- Facilitate and supervise family visits, enhancing parenting skills.
- Advocate for children and families to improve functionality and prevent admissions to care.

Qualifications:

- Two-year diploma in Social Service Work (SSW) or Child and Youth Work (CYW).
- Minimum two years of experience with children and families, preferably in child welfare.

Salary:

- \$56,983.00 – \$67,486.00

2. Child Protection Workers

Responsibilities:

- Deliver child welfare services, ensuring the safety of children and youth.

Qualifications:

- Bachelor of Social Work (BSW) preferred or degree/diploma in Human Services.
- Two years of child protection experience (degree holders) or five years (diploma holders).

Salary:

- \$68,285.00 – \$90,048.00 (Authorized)
- \$59,230 – \$62,817 (Unauthorized)

Why Join CASDSM?

- Competitive Compensation.
- OMERS Pension Plan: Secure defined benefit pension.
- Comprehensive health and dental coverage.
- Work-Life Balance 35-hour work week with flexible scheduling.
- Professional Growth.
- Comprehensive training programs and ongoing development opportunities.
- Operational Support.
- Mileage reimbursement for community travel.

Contact Us

For questions or to express interest in joining our team:

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- **Email:**
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Learn More Online: Visit CASDSM's website and social media platforms.



www.casdsm.on.ca



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This information package provides an overview of CASDSM's mission, services, career opportunities, and commitment to supporting children, youth, and families in our community.

Join us in making a difference!