CHILD AND FAMILY, ALL NATIONS COORDINATED RESPONSE NETWORK
EMPLOYMENT OPPORTUNITY - COMPETITION # 2026-03-02

ANCR (Child and Family All Nations Coordinated Response Network) delivers centralized, essential intake services that are part of the comprehensive and coordinated child and family services system in the City of Winnipeg. We provide crisis response and intake case services, conduct abuse investigations, and offer preventative programs and services. ANCR is generally the first point of contact with the child and family services system. We provide a service 24 hours a day, 7 days per week. ANCR receives both emergency and non-emergency calls, with highly qualified staff making initial assessments and referring callers to ongoing services as appropriate.

ANCR's goal is to promote and support the safety and wellbeing of children and families by providing culturally appropriate, strength-based child and family intake services. We recognize the role we must take in reconciliation as we embrace and support the inherent right of Indigenous communities to care for and ensure the wellbeing of their children. Our role as a designated intake agency is to commit to the Truth and Reconciliation Calls to Action and ensure that we are always acting to end the colonization and multigenerational trauma perpetrated by our system.

POSITION:	**After Hours Worker – Multiple Positions**
HOURS OF WORK:	**10-hour shifts, evenings, overnights, weekends, and holidays**
	Hours of work vary: 4 pm – 2 am, 8 am to 6 pm, 10 pm – 8 am. Overtime may be required.
CLASSIFICATION:	**SP4 (underfill offers may be made where candidates do not meet all qualifications)**
SALARY:	**$35.08-$49.86/hour or $66,355.79-$94,304.13/annually**
CLOSING DATE:	**September 8, 2026**

PREFERENCE WILL BE GIVEN TO INDIGENOUS CANDIDATES. APPLICANTS ARE ENCOURAGED TO SELF DECLARE. WE VALUE LIVED EXPERIENCE AND KNOWLEDGE OF INDIGENOUS WAYS OF KNOWING, THINKING, AND BEING. ALL OTHER APPLICANTS MUST HAVE A DEDICATION TO ALLYSHIP WITH INDIGENOUS PEOPLE AND AN ONGOING COMMITMENT TO RECONCILIATION.
An eligibility list may be created for similar positions and will remain in effect for 6 months.

QUALIFICATIONS:

- Must have an understanding of the impact of colonization and the legacy of residential schools and 60's scoop, be passionately committed to de-colonization actions, and have the knowledge to mitigate the stereotypes and myths applied to Indigenous Peoples
- Bachelor of Social Work or equivalent education and experience.
- Experience in a family services environment and Child & Family Services protection experience an asset.
- **Knowledge of and experience with the CFS Intake Module (IM) required.**
- Fluency in French and/or an Indigenous language is an asset.
- Knowledge of substance abuse, family violence, child abuse/neglect, and community resources is required.
- Demonstrated skills in areas of crisis intervention, abuse investigations and assessing high risk situations which require immediate response.
- Knowledge and understanding of multicultural issues and demonstrated skill working cross culturally.
- Excellent organizational, computer, oral and written communication skills with a demonstrated ability to work effectively under pressure and in a team environment.
- The core competencies for this position include communication, cultural competence, customer/client focus, decision-making, collaboration, organizational ability, and stress tolerance.

A valid driver's license and a vehicle with $2,000,000 liability insurance is a requirement of this position.
A satisfactory criminal records check, prior contact check and Child Abuse Registry and Driver's abstract is a requirement for all ANCR employment positions. Applicants must be legally entitled to work in Canada.

DUTIES:

After-Hours Workers are responsible for providing crisis intervention, assessment, child protection and after-hours emergency services.

- Assessing requests for service with reference to risk, functioning and service needs.
- Providing immediate crisis intervention and conducting child protection investigations.
- Apprehending children at risk and placing them in appropriate and available settings.
- Supervising and physically caring for children awaiting placement.
- Referring and providing information to professional and community resources.
- Completing all required written documentation.

All qualified internal candidates will be considered first. Testing may form part of the selection process. ANCR is committed to employment equity and diversity and encourages applications from all qualified candidates, including women, people of any sexual orientation, gender identity, or gender expression; visible minorities and racialized people; and people with disabilities.
Your cover letter and resume must clearly indicate how you meet the qualifications. Please review www.ancr.ca for more information. Please submit your resume with cover letter and quote Competition #2026-03-02 by September 8, 2026, to:

Human Resources
Child and Family, All Nations Coordinated Response Network
2-200 Main Street, Winnipeg, MB, R3C 1A8, FAX: 204-504-7342 Email: ancr-hr@gov.mb.ca

We thank all who apply, however, only those selected for an interview will be contacted.

The Child and Family All Nations Coordinated Response Network (ANCR) acknowledges that we are on Treaty One Land. On Turtle Island, this is the traditional territory of the Cree, Anishnaabe, Oji-Cree, Dene, and Dakota peoples and the homeland of the Metis Nation.