



# SECWÉPEMC CHILD & FAMILY SERVICES

*"Strengthening our Children, Families and Communities"*

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## JOB POSTING

**POSITION TITLE:** Child Protection Social Worker

**TERM:** Full time

**SUPERVISOR:** Team Leader

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Secwepemc Child and Family Services Agency operates as a child welfare agency delegated by the BC Ministry of Children and Family Development in accordance to the Child, Family and Community Services Act RSBC (1996) c. 46 to provide C-6 delegation services to First Nations, Inuit and Métis families residing in the communities of the seven-member bands; Adams Lake, Bonaparte, Neskonlith, Skeetchestn, Tk'emlúps te Secwépemc, Simpcw, and Whispering Pines/Clinton and who reside in Kamloops and the surrounding areas up to and including Chase, Logan Lake and Savona.

### **Job Summary**

*Successful applicants may be placed in one of the following positions:*

### **Resource Worker**

The Resource Worker assesses recruits and assists Foster parents to promote and maintain quality care in a family setting. The Resource worker conducts assessments of potential Foster homes, provides support, counseling and resources to Foster families, conducts ongoing checks of the suitability and competence of Foster care providers and participates as a member of an integrated, multi-disciplinary team. Also develops residential resources such as group homes.

### **Child Protection Worker**

The Child Protection Worker's goal is to ensure the safety and wellbeing of children while helping to preserve the family unit, providing preventative support and maintenance programs to preserve families where possible. The Child Protection Worker assesses client care and risk to children, creates and implements casework plans, provides services which foster the family unit, makes referrals for other community resources, assesses and monitors temporary and permanent placements for children, participates in Family Group Conferences, Mediation and other dispute resolution mechanisms, and maintains case records, in accordance with the Child, Family and Community Service Act, the Adoptions Act and the Family Relations Act. The Child Protection Worker develops positive working relationships with community groups, agencies and societies, providing public education at the community level.

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#### **Main Office:**

300 Chilcotin Rd., Kamloops, BC V2H 1G3  
Ph: 250-314-9669 Fax: 250-314-9609

#### **Urban Office:**

285 Seymour St., Kamloops, BC V2C 2E7  
Ph: 250-461-7237 Fax: 236-421-1620

## **Guardianship Worker**

The Guardianship Worker is responsible for the care, safety and wellbeing of children in continuing care from age 0 to 18 and 19 to 25 if they have an Adult Youth Agreement (AYA). The Guardianship Worker develops and supervises a care plan that ensures the safety and wellbeing of children, incorporates cultural and traditional experiences and learning and plans for their transition to adulthood, in compliance with AOPSI and Child & Family Services policies and procedures. The Guardianship Worker is responsible for promoting the creation of security, belonging, and wellbeing of children in continuing care through the application of Aboriginal Policy and Practice Framework. The Caseworker develops positive working relationships with the extended family, foster families and a meaningful relationship with the child in care.

## **Kinship Worker**

The Kinship Worker searches for and identifies family and community connections for Aboriginal children and youth in either continuing or temporary care to return them safety to their community. Recruitment of individuals is done with those who have a family connection or significant relationship and whose parents cannot care for them. The Kinship Worker facilitates culturally appropriate and timely permanency planning for Aboriginal children in care, and using collaborative practice, ensures that safe, permanent homes are found in a timely and effective manner. Kinship care is a possible alternative to placing a child in foster care.

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## **Duties and Responsibilities**

- Case Management
- Case Planning
- Community Development
- Child Protection
- Foster Care support and development

These are generic duties of the positions. For more detailed specifics of duties, a job description is available for each position. All staff are expected to be team oriented and maintain confidentiality of all information gained while working with the organization.

## **Requirements:**

- Bachelor's Degree in social work or similar field is preferred
- Preference given to those with a Child Welfare Specialization, C-6 letter of delegation, or previous C-6 letter of delegation. May be required to attend delegation training contingent on delegation history.
- Minimum one-year social work experience or
- Minimum one-year experience with First Nations families, youth, children
- Ability to interpret and apply Federal and Provincial legislation and standards of practice
- Demonstrated proactive approaches to problem-solving with strong decision-making capability

- Highly resourceful team-player, with the ability to also be extremely effective independently, and proven ability to establish and maintain effective working relationships and to use integrated case management
- Ability to handle crisis and crisis intervention
- Ability to handle unpleasant and emotionally charged situations
- Demonstrated ability to achieve high performance goals and meet deadlines in a fast-paced environment
- Strong understanding of social, economic, political, and historical concerns in Aboriginal communities
- Ability to effectively use standard computer applications
- Must have a valid BC Driver's License, reliable transportation, and a clean driving record.
- Must be able to pass a criminal records check and a Criminal Records Review, and consent to a prior contact check.
- Excellent interviewing and needs assessment skills
- Good oral and written, interpersonal and communication skills
- Knowledge of all areas of child development, traditional Aboriginal family processes, family dysfunction, the origin and effects of child abuse and neglect in the Aboriginal community
- Recognizes and respects all cultural diversity and has knowledge of Aboriginal culture
- Facilitation skills
- Must be able to obtain and maintain C6 level of delegation.

*The requirements listed above are provided as examples of areas of responsibility and are not intended to create limits to responsibility but to help understand the scope of these positions.*

### **Competencies:**

These positions should demonstrate competence in some or all of the following:

- Communicating information – creates an environment where open, honest communication is valued and develops strong, cooperative relationships
- Planning & Organizing – plans and organizes time effectively to meet goals and timetables visualizing needs for the future
- Initiative - takes the initiative to identify new challenges or opportunities
- Problem Solving - uses critical thinking skills to solve problems thinking outside of the box
- Delivers on Commitments - Delivers on commitments to internal and external customers, demonstrating a sense of urgency and follow-through
- Relationship Building - Develops strong, cooperative relationships with internal and external partners, customers, clients and colleagues to build long term relationships that foster collaboration and partnership
- Continuous Learning - Continuously acquires and applies knowledge, skills and abilities to enhance capacity, performance, and employability and to think about how to bring new ideas to move the organization forward

**Working Conditions:**

- Travel in this position is required (To: clients residences, court, communities, foster care homes and other locations as necessary)
- Potential for violence in the workplace
- Ability to perform the physical requirements of the job which includes lifting of children
- Supervision received – frequent consultation with direct supervisor with directive and regular review of the work performed

**Directly Supervises**

- None

**PAY GRADE:** \$29.20 to \$38.53 hourly. An eligibility list may be created.

**SUBMIT COVER LETTER, RESUME, AND THREE REFERENCES**

**Bill Bouthot – Human Resources Manager**

**By April 27, 2018 by 12:00pm**

**300 Chilcotin Road, Kamloops, BC V2H 1G3**

**bill.bouthot@secwepemcfamilies.org**

Note: only screened in applicants will be contacted. SCFSA is exempt and allowed to give preference in hiring First Nations, under Section 15(2) of the Canadian Charter of Rights and Freedoms. Secwepemc Child and Family Services thanks all of those who apply, however only qualified candidates will be considered for an interview.