



# Full-time Position, C6 Delegated Social Worker Northwest Inter-Nation Family and Community Services (NIFCS)

## JOB OPPORTUNITY

**Building on Strengths**

**Empowering Others**

**Keeping Children Safe and Connected to their Families & Traditions**

If these statements resonate with you, please consider this opportunity to join the [NIFCS](#) team as a C6 Delegated Social Worker in Terrace, British Columbia.

**Position Summary:** Reporting to the C6 Team Leader, the C6 Delegated Social Worker is responsible for providing culturally appropriate integration of services to families within the parameters provided by the BC Child, Family and Community Services Act and the Aboriginal Operational and Practice Standards and Indicators (AOPSI). The successful candidate will use a holistic and healing approach to assist families in bringing positive growth into their lives. Services include individual support, modelling, providing information, advocacy, and conducting family circles and meetings. They will work collaboratively with families to develop strategies for problem-solving, conflict resolution, parenting skills, home management, and other relevant life skills. The views of children, families and communities are sought, valued, respected and considered in all aspects of service planning, service delivery and service evaluation.

### Primary Responsibilities and Duties

- Ensure ongoing management of cases in accordance with the agency policy, First Nation standards and Ministry Child Protection Standards.
  - To conduct child protection investigations, including assessing the immediate safety needs of children, developing safety plans and making verification decisions in collaboration with member First Nations and Team Leader;
  - To determine when children require admission to the Agency's care to ensure their immediate safety and assist in the coordination of Customary Care Agreements;
  - To develop and maintain effective and therapeutic casework relationships with clients to reduce the risk of harm to children;
  - To develop a family-based service plan to reduce risk to children and address identified child protection concerns based on mandatory assessments contained in the Child and Family Services Act and any other affiliated policies and legislation; provide emergency services as required;
  - Monitor and evaluate progress with the family toward establishing goals;
  - To assess and make decisions related to family reunification plans for a child in care and implement such plans where appropriate;
  - Make referrals to other agencies to reduce the risk of harm to children.
- Utilize strategies and community-based family-centred conferencing to work voluntarily with families, with the court being utilized as a last resort.
- Assist in preparing the child in care for independence by:
  - Ensure life skills are learned through appropriate placement and support of placement; and,
  - Maintain a current and comprehensive social history of the family on the case file and provide relevant information to the child.
- Protect client privacy and confidentiality in accordance with legislation, NIFCS policies and standards.
- Actively facilitate and/or participate in group programs, program evaluation and quality improvement.

- Use sound professional judgment and act in accordance with all NIFCS policies and procedures and standards of practice set forth by the College of Social Workers.
- Maintain professional competence and knowledge of current practices by participating in professional development and ongoing research.
- Work as a member of an inter-professional/multi-disciplinary team and in collaboration with agencies/services in the community, and family members, wherever appropriate, for the purpose of consolidating and coordinating client treatment.
- Provide After Hours Services frontline coverage as required.
- Ability to follow Agency policies, procedures and protocols, and Ministry legislation, regulations, standards and directives.
- Travel to remote communities with the possibility of some overnights.
- Perform other duties within the scope of the position, as assigned.

### **Basic Qualifications**

- The successful candidate must be fully vaccinated and remain in full compliance with all Public Health Orders (PHOs) and agency policies throughout their employment.
- All employees of NIFCS are required to submit a Criminal Record Check with Vulnerable Screening, comply with the Occupational Health and Safety Act (OHSA), its regulations and all occupational health and safety policies and procedures. Further, to work evening and flexible hours and attend cultural awareness training, among other training.
- Preference will be given to those candidates with C6 Child Protection Delegation.
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

### **Education / Work Experience**

The successful candidate must have the following:

- A BSW, MSW degree or BA in child and youth care.
- Minimum 1-3 years experience working with an Indigenous community.
- Demonstrated ability to develop strong and positive relationships with children, parents, foster parents or other caregivers.
- Excellent verbal and written communication skills.
- Ability to work under pressure with professionalism.
- A willingness to travel to provide backfill to our satellite offices on an as-needed basis.
- A valid class 5 BC driver's license.

### **Compensation & Benefits**

- You can expect a supportive work environment, a total compensation package that includes a competitive wage, extended health and dental benefits.
- This is a Bargaining Unit position and is open to all gender.
- The wages are paid in accordance with the current collective agreement.
- An eligibility list may be established to fill permanent and/or temporary vacancies.

### **Submission Deadline:**

- Open until filled.
- We invite all interested parties to apply by emailing your cover letter and resume in the strictest confidence to the Human Resources Department at [hr@nifcs.org](mailto:hr@nifcs.org).