



Surrounded by Cedar Child and Family Services

RESOURCE SOCIAL WORKER

Employment Opportunity

JOB TITLE:	Resource Social Worker	JOB STATUS:	Full-Time, Permanent
DEPARTMENT:	Resources and Support Services	REPORTS TO:	Team Leader

Located on the traditional territories of the Lkwungen people, Surrounded by Cedar Child & Family Services (SCCFS) strives to provide child and family services strongly rooted in Indigenous cultural values and world views while ensuring urban Indigenous children and youth grow up connected to family, community and culture. As an urban Delegated Agency, SCCFS supports the empowerment of the urban Indigenous community to continue the reclamation of traditional systems of caring for and protecting children so no child or youth will be placed into care.

Surrounded by Cedar receives its delegation through the Provincial Director of Child Welfare, who gives the agency the authority to undertake administration of parts of the *Child, Family and Community Service Act (CFCSA)*. Under its current delegation agreement, Surrounded by Cedar can administer C4 services (Guardianship).

SCCFS strives to be a culturally safe employer, with a keen focus on Indigenous recruitment and retention. While working at the agency, employees will be involved in various cultural knowledge sharing opportunities, activities and ceremonies, while being actively engaged in urban Indigenous community events.

Purpose:

The Resources Social Worker is primarily responsible for recruiting, developing and maintaining foster homes and specialized residential resources. Additionally, the Resources Social Worker strives to provide child welfare services that are strongly rooted in cultural values and beliefs, by supporting foster parents to nurture the cultural and spiritual identities of urban Indigenous children and youth in their homes.

Key Duties and Responsibilities:

Under the direction of the Team Leader of Resources and Support Services, and in accordance with legislation, policy and standards, the Resource Social Worker is responsible for:

- Approaching all agency business from a trauma informed, culturally safe, and strength-based approach;
- Carrying out review meetings as outlined by the *CFCSA*, AOPSI and Standards for Foster Homes;
- Providing ongoing feedback to foster parents regarding quality of service;
- Conducting home studies using the Structured Analysis Family Evaluation (SAFE) tool;
- Assisting with on-going training and development opportunities for SCCFS foster parents;
- Conducting Quality of Care reviews as necessary and supporting SCCFS foster parents who may be involved in a protocol investigation;
- Producing contracts using the RAP payment system;
- Liaising with local foster parent associations and regional councils to share information of mutual interest;
- Establishing positive mentoring relationships with caregivers;
- Ensuring caregivers are aware of a child/youth's rights under s.70 of the *CFCSA* and that these rights are honoured within the child/youth's placement;
- Ensuring the child/youth's care team is aware of foster parent rights, as indicated in the Standards for Foster Homes;
- Representing the needs of foster parents to SCCFS staff;
- Acting to resolve issues that may arise between foster parents and SCCFS staff using the conflict resolution mechanisms embedded in SCCFS resource contracts and agency policy;
- Using a holistic and collaborative approach in working with Guardianship Social Workers, foster parents, and others to plan for each child/youth's individual needs and ensure these needs are met within the foster home;
- Ensuring that documentation and file recordings are accurate and complete according to standards and agency policy; and
- Ensuring that foster parents create and support opportunities for children/youth placed within their homes to connect to family, community, and cultural identities.



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Knowledge, Skills and Abilities:

- Strong understanding of the history of colonization and the resultant child welfare issues.
- Thorough understanding of the *Child, Family and Community Services Act*, and the Aboriginal Operational Practice Standards and Indicators (AOPSI).
- Demonstrated respect for and willingness to learn about cultural protocols, teachings and ways of life relating to Indigenous peoples throughout Canada.
- Awareness of resources available to urban Indigenous clients and how to access them.
- Demonstrated ability to work in a respectful and collaborative way with team members, community Elders, children/youth, extended family members, Nations, caregivers, and various agencies within the community.
- Ability to work with clients, birth family members and community members from a trauma informed practice approach and promote healing opportunities for children and families.
- Working knowledge of the ICM and MIS systems.
- Excellent written and verbal communication skills.
- Excellent time and general management skills.
- Excellent computer skills including Word, Internet Explorer, Windows and Outlook.
- Demonstrated ability to work well under pressure in a fast-paced, high-stress work environment where work priorities change frequently.

Qualifications:

- Master's degree or bachelor's degree in Social Work, Child and Youth Care or a related degree, or equivalent combination of education, and at least 2 years Indigenous child welfare experience;
- Preference may be given to applicants who have received delegation training within the Province of British Columbia;
- Preference may be given to applicants that currently hold C3 Delegation (or have within the last 2 years);
- Must be available to work Monday to Friday between the hours of 8:30 a.m. and 4:30 p.m.;
- Must be willing to travel and may be required to work some evenings and weekends;
- Must have valid Driver's License, a safe reliable vehicle, and provide a favourable driver's abstract; and
- Must complete a successful Criminal Record check.

Salary: \$63,973.31 - \$72,937.86 annually

Preference will be given to applicants who self-identify as Indigenous as per Section 41 of the Human Rights Code.

Closing Date: Wednesday July 31, 2019

Your resume and cover letter which clearly outline how you meet the required qualifications for this position can be submitted via email to the attention of:

Maren Gray, Executive Assistant

Email: maren@sccfs.com

We thank you for your application. Only those selected for an interview will be contacted.