Job Posting

Child Protection Social Worker

Kw'umut Lelum currently has a Child Safety Social Worker position available, and is looking for an individual who is skilled at working inclusively and respectfully with aboriginal children and families. Practice will include intake family services and Child Protection services.

The successful Applicant will have:
- A collaborative social work practitioner with excellent interpersonal and self-management skills
- Ability to mentor others and work effectively as a team player
- Possess knowledge of and are willing to work and learn about First Nations cultural values and protocols and incorporate into the child safety process
- The ability to inspire and promote strength based intake, assessment and family planning practices
- A Bachelor's degree in Social Work with the requisite balance of training and experience
- Previous experience providing delegated services, child protection and possess knowledge of family court proceedings
- C6 level delegation training
- A strong performance appraisal from your current or most recent supervisor/agency

Purpose of Position:
Under the direction of the Child Safety Team Lead, and in accordance with legislation, Aboriginal Operational and Practice Standards Indicators and Kw'umut Lelum policies and procedures, the Child Protection Social Worker will provide services mainly involving culturally sensitive child protection, to children and families.

Job Summary:
This position specializes in developing plans with families to ensure the safety of children and youth through assessment and collaboration. Determining whether a child protection investigation or a referral to family services or group family conferencing represents the best response to a report. Counseling families with the goal of maintaining the family unit and within the Indigenous community and/or culture is priority. The Child Safety Social Worker will maintain case records and may be asked to give a testimony in court. Making referrals to community resources, for temporary and permanent placements for children is also a key function of this position.

Job Duties and Responsibilities:
- Receives, assesses and responds to concerns of child abuse and neglect by interviewing parents, children and youth, assessing strengths and needs, inquiring with appropriate agencies developing safety plans, and determining if children or youth are in need of protection. Subsequent actions may include referrals to community services, offering voluntary support services, providing ongoing support services or more intrusive
- actions that involve moving the child to an in care or out of care placement and/or court processes.
- Collaboratively develops and implements plans by identifying client needs, establishing long and short term goals and resources to support the children and families.
- Ensures the ongoing management of cases by monitoring progress towards goals, coordinating services, consulting with other service providers, examining the terms of the contract and making referrals to other agencies.
• Prepares documentation for court, files documents and ensures legislative requirements are addressed and timelines for serving notice follow the Rules of Court.
• Prepares clients for court by explaining the purpose, ensuring client has access to legal counsel, informing the clients of other witnesses and explaining expected court behavior and appearance.
• Prepares Protection Application for Family Court (if applicable)
• Facilitates alternative processes for dispute resolution. Collaboratively engages families in determining appropriate processes (e.g. family group conference, mediation etc) then arrange, implement and participate in the selected process; assess and ensure that the resulting plan addresses child safety.
• Acts as the legal guardian of children in care by assessing the child's strengths and needs regarding permanency, identity, placement, health, legal, education/social recreational activities and self-care/independence skills. (if applicable to child's situation)
• Develops Family Plans with the purpose of reuniting the child with the family, and/or develops an alternate permanency plan for the child/youth. Coordinates and monitors any community service for the family.
• Create maintenance forms for Supervisor approval for expenditure authorization in regards to support services to families.
• Works with/supports families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working in volatile environment.

**Staffing Criteria:**

**Education:**

• Minimum of Bachelors of Social Work, or Bachelors of Art in Child and Youth Care or equivalent;
• Educational Counselling/Clinical Psychology with completion of a practicum in family and child welfare preferred.

**NOTE:** If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services. Confirmation for equivalency of your degree is required for you to be considered.

**Experience and/or Achievements:**

• Four years' experience preferred. Preference may be given to applicants with previous recent experience, (within last 5 years) in Child Protection/Child Safety, and is C6 Delegated.
• Preference may be given to applicants with the Child Welfare Specialization from an accredited British Columbia university and who have completed their practicum in a child welfare setting.

**Cultural Knowledge:**

• Knowledge of the unique and diverse traditional practices of the Coast Salish (Hwulmuxw Mustimuxw) preferred.
• Willing to learn and practice the values and teachings of the Coast Salish people in their work.

**Knowledge:**

• Strong understanding of social, economic, political and historical concerns in Aboriginal communities preferred.
• Knowledge of issues and challenges of working in a child safety environment.
• Knowledge of key issues affecting delivery of services in a multicultural environment.
Skills and abilities:
- Ability to provide high level of care, guidance and support to children, youth, caregivers and families.
- Ability to handle crisis and crisis intervention.
- Ability to handle unpleasant and emotionally charged situations.
- Ability to work under stress/pressure.
- Ability to communicate in an appropriate manner orally and in writing.
- Ability to effectively use standard computer applications.

Behavioural Competencies:
Listening, Understanding and Responding is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.

Information Seeking is driven by a desire to know more about things, people or issues. It implies going beyond the questions that are routine or required in the job. It may include "digging" or pressing for exact information; resolution of discrepancies by asking a series of questions; or less-focused environmental "scanning" for potential opportunities or miscellaneous information that may be of future use.

Planning, Organizing and Coordinating involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

Self Control is the ability to keep one's emotions under control and restrain negative actions when provoked, faced with opposition or hostility from others, or when working under stress. It also includes the ability to maintain stamina under continuing stress.

Conflict Management (Reduces and Resolves Conflict in a Proactive Manner) involves working to resolve conflict when the conflict directly impacts on the achievement of work objectives. Anticipates and takes action to mitigate/reduce potential conflict management and to reduce and resolve conflict at the outset, by encouraging continued, open, two-way communications.

Analytical Thinking is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation, and determine cause-and-effect relationships ("if...then...") to resolve problems in a sound, decisive manner. Checks to ensure the validity or accuracy of all information.

Cultural Agility (Aboriginal Relations Competency) Cultural Agility is the ability to work respectfully, knowledgeably and effectively with Aboriginal people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is the capacity to relate to or allow for differing cultural perspectives and being willing to

Proviso:
- Criminal Records Review Act (CRRA) check.
- Must possess and maintain a valid BC class 5 driver's license.
- Travel is a requirement to visit other communities.
- May be required to work evening/weekends.
Please apply by forwarding your resume and cover letter to:
Maria Kerman: MKerman@kwumut.org

Deadline: Open until filled

Only those selected for an interview will be contacted. Thank you for your interest!