



EMPLOYMENT OPPORTUNITY

Scw'exmx Child and Family Services Society (SCFSS) is family-centered and guided by n̓eʔkepmx and syilx traditional knowledge and principles. SCFSS utilizes prevention and protection strategies with the collective goal to keep children with their families and communities. SCFSS recognizes historical challenges and is guided by traditional strength and wisdom to build family and community capacity in a monumental shift from protection to prevention.

As an Indigenous organization serving the n̓eʔkepmx and syilx communities, SCFSS prioritizes the hiring of n̓eʔkepmx and syilx community members. Following community member priority and pursuant to Section 41 of the BC Human Rights Code, preference may be given to qualified applicants of Indigenous ancestry.

ELDER CHAMPION

Status: Full-time | Permanent
Hours: 35 hours per week | 8:30 – 4:30 | Monday – Friday
Wage: Starting salary commensurate with experience | Range: \$41.65 - \$46.85
Benefits: Comprehensive Benefits Package | Public Service Pension Plan
Location: Merritt, BC

POSITION SUMMARY

Reporting to the Executive Director, the Elder Champion is an integral part of the Culture and Language Team. The Elder Champion is responsible for program development, strategic leadership and direction to the Culture and Language Team. This leadership position is accountable to the Resident Elders; Managing schedules, ensuring resources are provided to different teams for specialized Elder requests, and continuous communication for community Elder needs. The Elder Champion will document and archive legacy information related to children and families within our communities. This includes video, audio, and physical documentation of the Resident Elders' intergenerational knowledge. The historical information will become a collective of knowledge and an advisory to operations and administration of the organization. The Elder Champion will create a culturally reflective three-year work plan in coordination with the SCFSS Strategic Plan.

The Culture and Language Program is a priority as SCFSS ensures Syilx and Nlaka'pamux culture, language and traditional values are integrated into each program, informed and advised by Resident and Language Elders. The Culture and Language program consists of Resident Elders representing both Syilx and Nlaka'pamux cultural values and traditions, an Elder Champion, a Language Advisor, Teacher and Language Elders, Cultural Coordinators facilitating cultural events and programs in each of the five (5) Member communities and one Program Assistant supporting the administrative responsibilities of the program.

OVERVIEW OF DUTIES AND RESPONSIBILITIES

- Lead, plan, develop, and monitor efficient and effective day-to-day operations of the Resident Elders.
- Coordinate and maintain Resident Elder schedules, including making travel and conference arrangements and bookings, appointments, and changes to schedules.



- Integrate Elder-advised measures into policies, services, and programming.
- Assure quality and integrity of program development in alignment with syilx and nłeʔkepmx culture and traditions.
- Conduct needs assessments, identify gaps, and provide leadership to develop plans and priorities in creating programs to address the developmental requirements of clients, families, and communities.
- Ensure Elders are actively engaged and involved in the consultation for client and family programs and services to support clients and preserve family and culture.
- Collaborate and coordinate services with community resources; increase collaborations between community agencies/entities in proactive efforts to preserve family and culture.
- Ensure culture and language practices are culturally safe and reflective of intergenerational impacts and trauma-informed practice.
- Support Resident and Language Elders to ensure direct and indirect cultural support to all program areas of SCFSS.
- Ensure Resident and Language Elders collaborate with Syilx and Nlaka'pamux community Elders to access consistent teachings and strengthen SCFSS relationships and identity;
- Document and archive legacy information of Resident Elders intergenerational knowledge related to children and families using video, audio, and physical documentation.

SUPERVISION RECEIVED

- Regular consultation and review with the Culture and Language Team Leader.
- Annual Performance Evaluation and work plan review with the Culture and Language Team Leader.

JOB REQUIREMENTS

- Clear Criminal Record check prior to the first day of work.
- Clear Ministry of Child and Family Development Prior Contact Check prior to the first day of work.
- Valid BC driver's license.

EDUCATION & EXPERIENCE

- Diploma and/or Degree with an acceptable specialization relevant to the work performed or accepted combination of education, experience and cultural knowledge.
- One to three year's experience working with Indigenous families or communities.
- Developed understanding of and lifestyle that embodies Syilx and Nlaka'pamux cultures.
- Advanced knowledge of historical and systemic impacts on Indigenous families and communities from intergenerational trauma due to colonialism, residential school, sixties scoop and the child welfare system on First Nations families and communities.
- Experience within a Delegated Aboriginal Agency is an asset.
- Demonstrated knowledge of nłeʔkepmx and syilx cultural practices and protocols.



MINIMUM REQUIRED COMPETENCIES

- Leadership style is cultural, strategic, innovative, and influencing
- Applied knowledge of the traditional practices and teachings of the syilx and nłeʔkepmx culture and communities, and use of traditional frameworks as a priority over Western methodologies
- Knowledge and sensitivity to the barriers Indigenous people face, and external factors that can impact wellness and relationship dynamics
- High level proficiency in Microsoft Office and other IT platforms for word processing, and achieving software
- Excellent communication skills in a leadership role, including interpersonal, written, and facilitation
- Effective time management skills, strong professional boundaries, and quick and efficient problem-solving skills
- Ability to maintain confidentiality, diplomacy, and objectivity when communicating and interacting with families, colleagues, leaders, and community
- Capable of multitasking with the ability to prioritize workload to deliver projects and on time and with a high quality of work
- Ability to work independently and collaboratively under minimal supervision
- Ability to build effective professional relationships with all level of employees and community

APPLY NOW

- Applications can be submitted by emailing a resume and cover letter to info@hwest.ca (attention JT)
- We thank all candidates for their interest, but only those selected for screening will be contacted