



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.

PREVENTION MANAGER

Status: Full-time | Permanent
Hours: 35 hours per week | 8:30am - 4:30pm | Monday - Friday
Wage: Range: \$48.56 – \$68.83 | Starting salary commensurate with experience
Benefits: Comprehensive Benefits Package | Public Service Pension Plan
Location: Merritt, BC

POSITION SUMMARY

Scw'exmx Child and Family Services Society (SCFSS) is seeking a Prevention Manager to join our team. The Prevention Manager is responsible for the management oversight and leadership of SCFSS's Prevention Program dedicated to connecting children, young people and families to community and cultural support while strengthening traditional skills within families and fostering opportunities for families to develop and enhance quality of life. As a Prevention Manager, you will collaborate closely with our five member communities and urban Indigenous community to deliver prevention services and support. The Prevention Manager will provide strategic leadership and direction to five team leaders within the Prevention Program. Your responsibilities will include developing an annual work plan, overseeing the efficacy of the work plan throughout development, implementation, monitoring and evaluation and ensuring the delivery of culturally relevant prevention services and supports within the n̓eʔkepmx and syilx frameworks. The Prevention Manager will work to create and implement community centered prevention objectives directed at general populations to strengthen protective factors and family centered objectives that supports early intervention when engagement is possible. In this role, the emphasis is on elevated prevention measures to keep children within families, community and culture with emphasis on early-intervention strategies, integration of culture and language, and facilitating a Society-wide shift from protection to prevention approaches.

OVERVIEW OF DUTIES & RESPONSIBILITIES

- Develop the Prevention Services program with the integration of n̓eʔkepmx and syilx culture and language, ensuring Traditional values are woven into every aspect of program delivery.



- Engage with the community early when working with children, young people, families or relations, identify prevention solutions to keep families together and connected to their community and cultural roots.
- Formulate and manage prevention policies and practices based on traditional healing measures, ensure they are culturally safe, reflective of intergenerational impacts, and trauma informed.
- Oversee the monitoring and evaluation of practices and business processes to ensure adherence to nle?kepmx and syilx practice frameworks and relevant provincial standards.
- Build and maintain effective strategic relationships with external service providers and organizations, to ensure they are aware of community needs and issues and can offer valuable services to families.
- Coach and mentor employees on handling issues that support and guide employee questions and concerns.
- Develop and maintain a data management system to support Relation engagement, referral management, client feedback, and monthly reporting to the Executive Director.
- Coordinate training and development programs, identify training needs, develop and schedule programs, tracking and evaluate training outcomes.
- Manage and oversee approved budgets, provide monthly financial reports and participate in budget and fund development.

JOB REQUIREMENTS

- Clear Criminal Record check and Ministry of Child and Family Development (MCFD) Prior Contact Check required before commencement of employment.
- Valid Class 5 BC driver's license without restrictions.

EDUCATION & EXPERIENCE

- Bachelor of Social Work degree or Master's in an acceptable specialization relevant to work performed.
- Minimum of five years of experience working with Indigenous families and communities.
- Minimum of two years of multi-level leadership experience in a community service setting.
- Demonstrated fiscal responsibility of programs and services managing an operating budget of over \$1 million.

MINIMUM REQUIRED COMPETENCIES

- Highly developed critical thinking skills for decisions and creative problem solving.
- Knowledge and sensitivity of the historical and systemic impacts of intergenerational trauma on Indigenous families and communities.
- Comprehensive understanding and utilization of local Indigenous cultural and traditional approaches as a priority over Western methodologies.
- Recognizes and respects all cultural diversity and has an understanding of **nle?kepmx and syilx** cultures.



PREVENTION MANAGER

- Possesses a detailed understanding of the standards, policies, and case management theory and practices of programs and services related to supporting vulnerable families, children, and young people.
- Proven record of strong organizational and excellent communication skills, with strengths in public speaking, facilitation, and written communications.
- Capable of multitasking with the ability to meet tight deadlines, with accuracy in detailed work.
- Ability to work independently and collaboratively under minimal supervision.
- Intermediate skills in Microsoft Office and other IT platforms for word processing, databases, reports, online communications, and spreadsheets.

APPLY NOW

- Applications can be submitted by emailing a resume and cover letter to jobs@scwexmx.com.
- We thank all candidates for their interest, but only those selected for screening will be contacted.