



# EMPLOYMENT OPPORTUNITY

**Scw'exmx Child and Family Services Society (SCFSS)** is family-centered and guided by nle?kepmx 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 nle?kepmx and syilx communities, SCFSS prioritizes the hiring of nle?kepmx 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.

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## COMMUNITY SERVICES TEAM LEADER

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**Status:** Full-time | Permanent  
**Hours:** 35 hours per week | 8:30 - 4:30 | Monday – Friday  
**Wage:** Starting wage commensurate with experience | Range: \$41.64 - \$55.12  
**Benefits:** Comprehensive Benefits Package | Public Service Pension Plan  
**Location:** Merritt, BC

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### POSITION SUMMARY

The Community Services Team Leader plans, develops, and manages the delivery of the **Community Services Program** at Scw'exmx Child and Family Services Society (SCFSS). The Community Services Team Leader ensures effective planning, development, facilitation, and assessment of culturally appropriate Community Prevention programs, services, and events, for our six (6) member communities in the Nicola Valley, as directed by the communities. The Community Services Team Leader works with the Community Services Team in collaboration with other SCFSS teams, community agencies, and member communities to align plans to maintain family and community responsibility through strengthening and preserving culture through prevention-focused action, education, and advocacy. The Community Services Team Leader develops positive working relationships with community partners and creates meaningful relationships with community members. The Community Services Team Leader is responsible for maintaining the Community Services Program under nle?kepmx and syilx practice frameworks, strategically leading the Community Services Team through individual and team supervision, guidance, and coaching.

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### OVERVIEW OF DUTIES & RESPONSIBILITIES

- Lead and plan, develop and monitor SCFSS's Community Services Program
- Integrate the nle?kepmx Framework of Practice and the syilx Child and Family Plan in support services to children, young people, and families
- Conduct needs assessments, identify gaps and provide leadership, in collaboration with the community planning team, to develop plans and priorities in creating services to address the requirements of families and communities
- Integrate nle?kepmx and syilx ways of knowing into all aspects of programming, community interaction, and planning to preserve family and culture through the support of Resident Elders



# COMMUNITY SERVICES TEAM LEADER

- Support the integration of SCFSS Culture and Language program in communities to nurture connections to culture and language through an Elder-informed decision-making framework
- Support the education of communities and designated band representatives around community prevention and the Long-term reform of First Nations Child and Family Services
- Support the five (5) member communities in prevention program planning and aid in the creation of workplans and budgets in accordance with community prevention goals
- Manage Community Services Program training, education, and mentoring with the communities and regular communication with community members to maintain sound relationships with our six (6) communities

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## SUPERVISION RECEIVED

- Regular consultation and review with the Community Manager
- Annual Performance Evaluation and Personal and Team Work Plan review with the Community Manager

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## SUPERVISION EXERCISED

- Community Prevention Workers (6)
- Event Coordinator (1)

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## JOB REQUIREMENTS

- Clear Criminal Record check prior to starting employment
- Clear Ministry of Child and Family Development Prior Contact Check prior to starting employment
- Valid BC driver's license without restrictions

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## EDUCATION & EXPERIENCE

- Degree in Social Work, Human Services, Education, Harm Reduction, or in an area relevant to the work performed. A combination of training and experience will be considered.
- Minimum of two years of experience in a social service setting
- Minimum of two years of leadership experience
- Working knowledge of nłeʔkepmx and syilx language and culture

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## MINIMUM REQUIRED COMPETENCIES

- Indigenous Knowledge: working knowledge or willingness to learn nłeʔkepmx and syilx culture and language; sensitivity to the historical and systemic impacts on Indigenous families and communities from intergenerational trauma due to colonialism, residential school history, the sixties scoop, and association with the child welfare system
- Critical Thinking: analytical, methodical, fact-based decision-making, creative problem solving, and considers different perspectives
- Business and Strategic Acumen: understands business and strategic concepts and how they apply to SCFSS



# COMMUNITY SERVICES TEAM LEADER

- Communication: facilitation and presentation skills, professional business writing, clear and confident communication with a variety of audiences
  - Motivation: self-motivated, can motivate others effectively, high productivity
  - Time Management: organized, prioritizes tasks, manages deadlines, delegates responsibilities, and coordinates simultaneous tasks to accomplish goals
  - Conflict Resolution: anticipates, diffuses, and resolves disagreements, confrontations, tensions, and complaints; fosters a positive and cohesive work environment
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## APPLY NOW

- Apply now on our website [\[click here to apply\]](#)
- Complete the application form on our website, attach your cover letter and resume
- We thank all candidates for their interest, but only those selected for screening will be contacted