



# EMPLOYMENT OPPORTUNITY

Scw'xmx Child and Family Services Society (SCFSS) is family-centered and guided by nłe?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 nłe?kepmx and syilx communities, SCFSS prioritizes the hiring of nłe?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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## SOCIAL WORKER (x5)

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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: \$33.77 - \$44.46  
**Benefits:** Comprehensive Benefits Package | Public Service Pension Plan  
**Location:** Merritt, BC

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### POSITION SUMMARY

As part of the Protection Team, you are responsible for various planning, delivery, and assessment activities within the Delegated mandate under the provincial Child, Family, Community Services Act (CFCSA). Your responsibilities will include meticulous planning, executing and evaluating in coordination with community practice and traditional frameworks. You will work collectively with children, young people, parents, families, Relations, caregivers, communities, and community resources to strengthen their circle of support. You will provide guidance, advocacy, education, and mentorship to families as children remain connected and reunified with kin and relations. You will embrace syilx and nłe?kepmx languages, as well traditional and cultural values to ensure families and communities remain deeply connected to their heritage throughout your interactions and practice, reinforcing the cultural fabric of our community.

Five (5) Social Work positions are required to support SCFSS C-6 delegated mandate, including:

- Intake
- Guardianship
- Family Service
- After Hours
- Resources

Please identify your area of interest and delegation level, requesting additional information specific to your identified interest.

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### OVERVIEW OF DUTIES & RESPONSIBILITIES

- Responds to and investigates reports received regarding about a child's need for protection and determines in collaboration with family and community next steps or actions necessary.
- Analyzes safety and risk through assessment and develops a risk reduction plan.



# SOCIAL WORKER

- Arranges and assesses short and long-term placement as determined collectively with family, community and traditional needs.
- Maintains factual documentation and reports in accordance with legal requirements, policies, and procedures within established timeframes.
- Establish and maintains effective collaborative and constructive liaison relationships with a variety of individuals and groups, including Relations, families, community providers, schools, hospitals and other agencies, in order to coordinate services across the continuum of care.
- Interpret relevant changes in standards, legislation, and scope of practice as it pertains to social work within the organization with regards to impact and implementation.
- Ensure compliance to policies under nłe?kepmx and syilx practice frameworks, cultural practices as priority to relevant provincial standards.
- Creates and sustains effective strategic relationships with external service providers/organizations to ensure they understand community needs and issues and provide valuable services to families.
- Ensures integrity of program processes in alignment with nłe?kepmx and syilx culture and traditions.
- Develop and maintain a data management system to support client engagement, referral management system; client feedback process regarding services delivered, and monthly reporting to Director of Relations.

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## SUPERVISION RECEIVED

- Regular Consultation and review with a Delegated Team Leader
- Annual Performance Evaluation and work plan review with the Delegated Team Leader

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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

- Must be C6 Delegated.
- 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.
- Registration with the BC College of Social Workers and the BC Association of Social Workers, or ability to register.
- Experience working with Indigenous families or communities.
- Minimum two years of experience in social services sector.
- Working knowledge of nłe?kepmx and syilx language and culture.



## MINIMUM REQUIRED COMPETENCIES

- Indigenous Knowledge: working knowledge or willingness to learn nłe?kepmx 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; knowledge of the traditional practices and teachings of Syilx and Nłe?kepmx culture and communities and use of local Indigenous cultural and traditional frameworks as a priority over Western methodologies
- 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.
- 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.
- Technical: possesses a detailed understanding of the standards, policies, and case management theory and practices of programs and services related to delegated social work practice

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## APPLY NOW

- Attach your cover letter and resume.
- **Closing Date** once positions have been filled.
- Submit Via Email to: [info@hwest.ca](mailto:info@hwest.ca) **Attention JT- Identifying Interest and Delegation Level**
- We thank all candidates for their interest, but only those selected for screening will be contacted.