



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.

PROTECTION TEAM LEADER

Status: Full-time | Permanent
Hours: 35 hours per week | 8:30 - 4:30 | Monday – Friday
Wage: Starting wage commensurate with experience | Range: \$48.27 - \$55.12
Benefits: Comprehensive Benefits Package | Public Service Pension Plan
Location: Merritt, BC

POSITION SUMMARY

Reporting to the Director of Prevention Services, the Protection Team Leader provides advice to the Prevention and Protection Teams at SCFSS for delegated services and practices in alignment with Nłe?kepmx and Syilx frameworks of practice. The Protection Team Leader completes audits of delegated services to ensure quality of assurance standards and assess compliance with standards and policies alongside traditional practices. The Protection Team Leader is accountable for early intervention and protection services through culturally appropriate delegated social work activities with an emphasis is on the preservation, restoration, and reunification of families. The incumbent will be responsible for reporting to additional governing bodies, reflective of program adherence, include our five (5) Member community protocol agreements, Nłe?kepmx and Syilx practice frameworks, Indigenous Services Canada funding mandates, and Ministry of Child and Family Development systems.

OVERVIEW OF DUTIES & RESPONSIBILITIES

- Monitor and 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
- Oversees the monitoring and evaluation of practice and business processes to ensure compliance to policies under nłe?kepmx and syilx practice frameworks and 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
- Engages in employee relations; mentors Team members to manage employee concerns, onboarding and recruitment of new team members, address performance matters, provide leadership to Protection Team in program and individual expectations, encourage positive team engagement and succession planning



PROTECTION TEAM LEADER

- 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 Prevention Services
 - Coordinates training and development programs for team including identification of training needs, development of training programs, scheduling and tracking training and evaluation for Protection Team
 - Assumes financial responsibility of delegated services as exercised through approved budgets; monthly reporting and participation in budget formation and fund development
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SUPERVISION RECEIVED

- Regular consultation and review with the Director of Prevention Services
 - Annual Performance Evaluation and work plan review with the Director of Prevention Services
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SUPERVISION EXERCISED

- Reunification Coordinators (3)
 - Community Navigator - Prevention (2)
 - Community Navigator – Protection (1)
 - Family Services Social Worker (2)
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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.
 - Registration with the BC College of Social Workers and the BC Association of Social Workers, or ability to register
 - Three years of experience working with Indigenous families or communities
 - Minimum of two years of leadership experience
 - Minimum two years of experience in social services sector
 - Working knowledge of nłe?kepmx and syilx language and culture
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MINIMUM REQUIRED COMPETENCIES

- Indigenous Knowledge: working knowledge or willingness to learn n!e?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 N!e?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

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