



EMPLOYMENT OPPORTUNITY

Scw'exmx 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.

PREVENTION MANAGER

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

POSITION SUMMARY

The Prevention Program proactively connects children, young people, and families to community and cultural supports through individual wellness plans, family plans, in-home support, child development, child and youth mental health, and youth preventative services. The Prevention Program seeks to strengthen traditional skills within families; leverage family, individual strengths, and protective factors, and create ongoing opportunities for family members to develop and enhance the quality of life for children, young people, and families.

The Prevention Manager is responsible for the oversight and leadership of SCFSS's Prevention Program. The Prevention Manager works closely and collectively with our five (5) member communities and urban Indigenous community to provide preventative services and supports for our children, young people, and families. The Prevention Manager is responsible for program development and providing strategic leadership and direction to five (5) Team Leaders and one (1) Assistant under the Prevention Program.

The Prevention Manager develops an annual Prevention Program work plan in alignment with SCFSS's Strategic Plan to provide culturally appropriate preventative services and supports under nłe?kepmx and syilx practice frameworks. The Prevention Manager is responsible for overseeing the efficacy of the work plan, including program development, implementation, monitoring and evaluation of programs, case management of families, and ongoing quality improvement initiatives. Emphasis is on the preservation, restoration, and reunification of families.

OVERVIEW OF DUTIES & RESPONSIBILITIES

- Prevention Services program development and integration of nłe?kepmx and syilx culture and language into all aspects of program delivery
- Engages community early when involved with families/children; identifies preventative solutions to keep children and families together and connected to community and culture



PREVENTION MANAGER

- Develops and manages preventative policies and practices grounded in traditional healing measures; ensures practices are culturally safe, reflective of intergenerational impacts and trauma informed
- Oversees the monitoring and evaluation of practice and business processes to ensure compliance to policies under n̓eʔkepmx 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; coaches staff to handle employee issues and answer employee questions or concerns
- Ensures integrity of program processes in alignment with n̓eʔkepmx 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 Executive Director.
- Coordinates training and development programs for team including identification of training needs, development of training programs, scheduling and tracking training and evaluation for Prevention team
- Assumes financial responsibility of Prevention team as exercised through approved budgets; monthly reporting and participation in budget formation and fund development

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 Class 5 BC driver's license without restrictions

EDUCATION & EXPERIENCE

- Master's Degree in an acceptable specialization relevant to work performed
- Minimum of five years of experience working with Indigenous families and communities
- Minimum of three years of multi-level leadership experience in a community service setting
- Demonstrated experience holding financial responsibility of programs and services and managing an operating budget over \$1 million dollars

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 from colonialism, residential school history, the sixties scoop, and association with the child welfare system
- Leadership style is collaborative, cultural, strategic, and innovative
- Comprehensive understanding and utilization of local Indigenous cultural and traditional approaches as a priority over Western methodologies



PREVENTION MANAGER

- Recognizes and respects all cultural diversity and has an understanding of nłe?kepmx and syilx cultures
- 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

- 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
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to qualified applicants of Indigenous ancestry