



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.

COMMUNITY CAREGIVER TEAM LEADER

Status: Full-time | Permanent
Hours: 35 hours per week | 8:30 - 4:30 | Monday – Friday
Wage: Starting wage commensurate with experience | Range: \$37.88 - \$51.64
Benefits: Comprehensive Benefits Package | Public Service Pension Plan
Location: Merritt, BC

POSITION SUMMARY

The Community Caregiver Team Leader plans, develops, and manages the delivery of the **Community Caregiver Program** at Scw'exmx Child and Family Services Society (SCFSS). The Community Caregiver Team Leader ensures effective care provider recruitment, support, and assessments to ensure the wellness of children and young people associated with SCFSS, in and out of care. The Community Caregiver Team Leader ensures culturally appropriate safe home assessments in collaboration with Resident Elders and other SCFSS team members. The Community Caregiver Team Leader is responsible for maintaining a culturally appropriate Community Caregiver Program under nle?kepmx and syilx practice frameworks, enhancing child, young people, and family relationships and wellness in the Nicola Valley. Through individual and team supervision, guidance, and coaching, the Community Caregiver Team Leader strategically leads the Community Caregiver Coordinators to administer and maintain services in the Community Caregiver Program. This includes training, development and advocacy on behalf of foster, kinship and traditional caregivers with emphasis on culture, language, and community to keep children and young people connected to their family, community, and culture.

OVERVIEW OF DUTIES & RESPONSIBILITIES

- Lead and plan, develop and monitor SCFSS's Community Caregiver Program
- Integrate the nle?kepmx Framework of Practice and the syilx Child and Family Plan in support services to children, young people, families, and care providers
- Conduct needs assessments, identify gaps and provide leadership to develop plans and priorities in creating services to address the requirements of families, care providers, and communities
- Integrate nle?kepmx and syilx ways of knowing into all aspects of programming, care provider interaction, and planning to preserve family and culture through the support of Resident Elders
- Facilitate SCFSS Culture and Language program involvement with care providers to nurture young one's connections to culture and language through an Elder-informed decision-making framework



COMMUNITY CAREGIVER TEAM LEADER

- Manage Community Caregiver Program training, education, and mentoring with the communities and regular communication with community members to maintain sound relationships with our six (6) communities

SUPERVISION RECEIVED

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

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

EDUCATION & EXPERIENCE

- Bachelor of Social Work, Bachelor of Arts in Child and Youth Care, or degree in an area relevant to the work performed
- C4 delegation or the ability to be delegated under the Children, Family and Community Service Act (CFCSA)
- Minimum of five years of experience in a social service setting
- Minimum of two years of leadership experience

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
- 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

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