



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.

RESOURCE TEAM LEADER

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

POSITION SUMMARY

The Resource Team Leader plans, develops, and manages the delivery of the Resource Program at SCFSS. The Resource Team Leader ensures effective care provider recruitment, support, and assessments to ensure the wellness of children and young people in care. The Resource Team Leader ensures culturally appropriate safe home assessments in collaboration with Resident Elders and other SCFSS team members. The Resource Team Leader is responsible for maintaining a culturally appropriate Resource Program under nłe?kepmx and syilx practice frameworks, enhancing child, young peoples, and family relationships and wellness in the Nicola Valley. Through individual and team supervision, guidance, and coaching, the Resources Team Leader strategically leads the Kinship Workers to administer and maintain services in the Resource Program. Emphasis is 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 Resource Program
- Integrate the nłe?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 nłe?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
 - Manage Resource Program information going out to the communities and regularly report to community members to maintain sound relationships with our six (6) communities
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SUPERVISION RECEIVED

- Regular consultation and review with the Executive Director
 - Annual Performance Evaluation and work plan review with the Executive Director
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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 BC driver's license
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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
 - Applied knowledge and experience using Indigenous frameworks as a priority over Western methodologies
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MINIMUM REQUIRED COMPETENCIES

- Leadership style is cultural, strategic, innovative, and influencing
- Demonstrated leadership skills in providing individual and team mentorship
- Knowledge of the traditional practices and teachings of the syilx and n̓eʔkepmx culture and communities, and use of traditional frameworks as a priority over Western methodologies
- Knowledge and sensitivity to the barriers and risks that Indigenous peoples encounter
- Effective time management skills, strong professional boundaries, and quick and efficient problem-solving skills
- Proven record of strong organization and excellent communication skills, including interpersonal,



RESOURCES TEAM LEADER

written, and facilitation

- Ability to maintain confidentiality, discretion, professionalism, diplomacy, and objectivity when communicating and interacting with care providers, families, colleagues, leaders, and community
- 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

APPLY NOW

- Apply now on our website [[click here to apply](#)]
- 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