



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.

DELEGATED ADVISOR

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

Reporting to the Executive Director, the Delegated Advisor 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 Delegated Advisor completes audits of delegated services to ensure quality of assurance standards and assess compliance with standards and policies alongside traditional practices. The Delegated Advisor is accountable for early intervention and protection services through culturally appropriate delegated social work activities. Emphasis is on the preservation, restoration and reunification of families. 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; coaches staff to handle employee issues and answer employee questions or concerns
- 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 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 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 Executive Director
 - Annual Performance Evaluation and work plan review with the Executive Director
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JOB REQUIREMENTS

- Working knowledge of BC College of Social Workers and BC Association of Social Workers Code of Ethics and Standards of Practice
 - Demonstrated knowledge of Ministry of Child and Family Development (MCFD) and Indigenous Services Canada systems
 - Expert knowledge in delegated services, working from an Indigenous practice model
 - Working knowledge of Aboriginal Operational - and Practice Standards and Indicators (AOPSI)
 - Skilled in using the Integrated Case Management (ICM) System
 - Experience conducting program and file audits for compliance
 - Ability to manage multiple projects and determine project urgency in a practical way; uses goals to guide actions; creates detailed action plans; organizes and schedules people and tasks effectively
 - Clear Criminal Record check prior to the first day of work
 - Clear MCFD Prior Contact Check prior to the first day of work
 - Valid Class 5 BC driver's license without restrictions
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EDUCATION & EXPERIENCE

- Minimum of a Bachelor of Social Work; Master of Social Work preferred
 - 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
 - Two years of leadership experience, or a willingness to take leadership training provided by SCFSS
 - Minimum three years of experience in social work, social services, or the "helping" sector
 - Experience within a Delegated Aboriginal Agency is an asset but not a requirement
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MINIMUM REQUIRED COMPETENCIES

- Possesses a detailed understanding of the standards, policies, and case management theory and



practices of programs and services related to delegated social work practice

- Highly developed critical thinking skills for decisions and creative problem solving
- Demonstrated leadership skills in providing individual and team mentorship
- Proven record of strong organization and excellent communication skills, including interpersonal, written, and facilitation
- Ability to maintain confidentiality, discretion, professionalism, diplomacy, and objectivity when communicating and interacting with Elders, families, care providers, colleagues, leaders, and community
- Knowledge of the traditional practices and teachings of Syilx and Nl̓eʔkepmx culture and communities and use of local Indigenous cultural and traditional frameworks as a priority over Western methodologies
- 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
- Comprehensive understanding and utilization of local Indigenous cultural and traditional approaches as a priority over Western methodologies
- Capable of multitasking with the ability to meet tight deadlines, with accuracy in detailed work
- Embraces technology with intermediate to advanced skills in Microsoft Office (Word, Excel, Publisher, PowerPoint), and other IT platforms

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