



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.

Children and Youth with Support Needs (CYSN) Support Worker

Scw'exmx Child and Family Services Society (SCFSS) is seeking a passionate and culturally aware Children and Youth with Support Needs (CYSN) Support Worker to join our team in beautiful Merritt, BC. As a family centered Indigenous organization, we're guided by nłe?kepmx and syilx traditional knowledge and principles. Our mission is to keep children with their families and communities through innovative prevention and protection strategies.

Position Summary

As a Children and Youth with Support Needs (CYSN) Support Worker at SCFSS, you'll be at the forefront of our Strategic Director of Infrastructure alignment and creating a Culture of Care. The CYSN Support Worker promotes and improves service access and support for children and youth with support needs through targeted professional and capacity development, along with other strategies that foster a sense of belonging through individualized service plans and community engagement.

Key Responsibilities

- Promote awareness of CYSN services within Member communities, helping to reduce barriers to service access
- Access and determine eligibility for Children and Youth with Support Needs (CYSN) in Member communities
- Develop, implement, and review meaningful CYSN service access plans that are individualized for each child or youth who are eligible for services
- Monitor progress and adjust plans to ensure they meet the evolving needs of eligible children and youth



Children and Youth with Support Needs (CYSN) Support Worker

- Plan and facilitate individual and/or group sessions using techniques such as active listening, conflict resolution, and basic counseling methods to help resolve identified problems, needs, and risks
- Coordinate services across different agencies and community resources, ensuring that eligible member community children and youth receive the support they need
- Provide information, guidance, and emotional support to families and Relations navigating complex systems, advocating for the needs of children and youth with support needs
- Educate families on available programs and services and assist with the application process
- Participate in meetings with multi-disciplinary teams to ensure access to support for eligible children and youth
- Prepare reports, case notes, and other documentation as required by SCFSS or government policy
- Support, preserve and facilitate cultural identity, family, language and culture through alignment of practices and programs with syilx and nłeʔkepmx traditional values, protocols, culture, language and ancestral knowledge
- Ensure intergenerational impacts and trauma-informed approaches are reflected in services
- Adhere to policies and procedures to optimize workflow, ensuring decolonization and compliance with legislative and traditional requirements
- Ensure the security and confidentiality of records and data in compliance with FOIPPA and SCFSS information management policy and procedures
- Cultivate meaningful relationships with Relations and families in Member communities
- Create and sustain effective strategic relationships with external service providers and organizations
- Act as a positive role model to team members, Relations and families, caregivers in Member communities



Children and Youth with Support Needs (CYSN) Support Worker

- Maintain and cultivate connections with Resident Elders and engage their support and input into programming and delivery
- Engage with community during programs and events
- Participate in regular team meetings to contribute insights, share updates, and collaborate on ongoing projects
- Develop, monitor, and update an annual Personal Development Plan and Individual Work Plan aligned with SCFSS's strategic priorities
- Maintain and develop knowledge and skills through professional development and training opportunities
- Support a positive, healthy, and safe work environment, guided by the principles of Growing our People and Culture of Caring
- Support the generation and maintenance of monthly, quarterly and annual statistics and reports

What You'll Bring

- Bachelor's Degree or higher in Social Work or in Child & Youth Care or a master's degree in educational counselling psychology/Master of Arts in Counselling Psychology with completion of practicum in family and child welfare or equivalent combination of education and experience
- Minimum of three years of experience working with Indigenous children, young people, families, and communities
- Eligible for delegation under the Child, Family and Community Services Act (CFCSA)
- Experience working in Social Service Sector with children or youth with developmental disabilities and/ or autism and providing support/guidance to families and/or care givers
- Understanding of child developmental milestones, mental health, and emotional well-being
- Demonstrated knowledge and professional and personal practice of nē?kepmx and syilx traditional values, cultural practice, and protocols is an asset

What We Offer

- Competitive salary range: \$38.19-\$47.45 per hour (based on experience)



Children and Youth with Support Needs (CYSN) Support Worker

- Comprehensive benefits package and Public Service Pension plan
- Professional development opportunities and cultural learning experiences
- Supportive team environment
- Opportunity to make a real difference in your community

Work Details

- Full-time, permanent position (35 hours/week)
- Monday – Friday, 8:30am – 4:30pm
- Located in Merritt, BC – gateway to the beautiful Nicola Valley

Commitment to Equity

As an Indigenous organization serving nle?kepmx and syilx communities, SCFSS prioritizes hiring Indigenous applicants. 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.

Ready to Apply?

Apply Now

- Apply now by emailing your resume and cover letter to jobs@scwexmx.com
- In the subject line identify the position you are applying for.
- 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.