POSITION TITLE: Resource Worker

TERM: Full Time, Permanent

SUPERVISOR: Resource Team Leader

Secwepemc Child and Family Services Agency (SCFSA) is a progressive and culturally focused agency supporting family safety that endeavors to provide outstanding practice to First Nations families residing in the communities of the seven-member bands; Adams Lake, Bonaparte, Neskonlith, Simpcw, Skeetchestn, Tk'emlúps te Secwépemc, and Whispering Pines/Clinton and who reside in Kamloops and the surrounding areas up to and including Chase, Logan Lake and Savona.

Striving to provide exceptional family healing services through prevention-based practice, SCFSA incorporates a Signs of Safety® framework as an innovative, strengths-based, and safety-organized approach to child protection casework.

SCFSA believes that community connection and culturally appropriate family centered delivery of services is paramount to creating and enhancing a healing culture for our communities.

The Resource Worker assesses recruits and assists Foster parents to promote and maintain quality care in a family setting. The Resource worker conducts assessments of potential Foster homes, provides support, counselling and resources to Foster families, conducts ongoing checks of the suitability and competence of Foster care providers and participates as a member of an integrated, multi-disciplinary team. Also develops residential resource placements through the procurement process outlined by SCFSA.

Qualifications:

Education and Experience:

- Bachelor's Degree in social work or degree in a related field with several years of progressive social work caseload experience involving First Nation families;
- C-4 Delegation required or eligible for full delegation (May be required to attend delegation training);
- Minimum one-year social work experience or one-year experience with First Nations families, youth, and children;
- A significant combination of education and experience will be considered.

Skills and Abilities:

- Knowledge of Secwepemc governance, culture, language, and traditions are an asset;
- Ability to interpret and apply Federal and Provincial legislation relevant to foster resources with confidence and professionalism;
- Proven ability to work independently, while establishing and maintaining effective working relationships while using integrated case management techniques and the ability to prioritize and switch gears when called for;
- Excellent interviewing and needs assessment skills;
- Good oral and written, interpersonal and communication skills
- Displays empathy and caring and works alongside families to achieve their goals;
- Knowledge of Signs of Safety or Solution Focused Brief Therapy Techniques will be considered an asset;
- Good facilitation skills and ability to effectively use standard computer applications;
- Demonstrates knowledge and understanding of current challenges in Indigenous rural and urban living conditions;
- Recognizes and respects all cultural diversity and has knowledge of Indigenous culture;

Competencies:

The Resource Worker should demonstrate competence in some or all of the following:

- Action Oriented – Taking on new opportunities and tough challenges with a sense of urgency, high energy, and enthusiasm
- Collaborates – Building partnerships and working collaboratively with others to meet shared objectives
- Communicates Effectively – Developing and delivering multi-mode communications that convey a clear understanding of the of the unique needs of different audiences
- Situational Adaptability – Adapting approach and demeanor in real time to match the shifting demands of different situations
- Builds Networks – Effectively building formal and informal relationship networks inside and outside the organization
- Manages Complexity – Making sense of complex, high quantity, and sometimes contradictory information to effectively solve problems

Working Conditions:

- Travel in this position is required;
- Potential for violence in the workplace;
- Hours of work are nonstandard and connected to services and community needs;
- Receives regular supervision with direction and checks of the work performed.

Conditions of Employment:

- Must be able to obtain and maintain a Criminal Record Check;
- Must be able to obtain and maintain a valid BC Driver's Licence class 5 no restrictions;
- Must provide a vehicle in good operating condition and appropriate insurance to meet program requirements;
- Must be able to obtain and maintain a C4 Delegation.

Directly Supervises

- None

Pay Grade

- Starting wage is $29.0121

An eligibility list may be created.

SUBMIT COVER LETTER AND RESUME

Stacey Archie – Human Resources Assistant
Posted until Wednesday, November 9th at 4pm.
Stacey.archie@secwepemcfamilies.org

Note: only screened in applicants will be contacted. As per Section 41(1) of the BC Human Rights Code, preference may be given to qualified applicants of First Nations ancestry. Preference may also be given to applicants who can demonstrate knowledge and/or experience with Secwepemc language, culture, history, and customs.