



Our client, Secwépemc Child and Family Services Agency (SCFSA), is a culturally focused organization dedicated to providing family support and ensuring the safety and well-being of Indigenous families in the seven-member band communities and Indigenous families in the Kamloops urban area. SCFSA applies a Signs of Safety framework to approach child protection casework with an innovative and strengths-based approach.

Rooted in cultural practice, SCFSA strives to assist in maintaining children's connection to family, culture and community while delivering effective and efficient services. Established in 1999 with the agreement of the Secwépemc Nation Chiefs, SCFSA is a fully delegated organization supported by collaborative work and funding from both the Ministry of Children and Family Development and Indigenous Services Canada. Guided by Secwépemc values, the agency works in partnership with Secwépemc communities to deliver family services that strengthen families and uphold Secwépemc laws.

They are seeking a full-time Executive Director, Child and Family Services/Child Protection to join them in their Kamloops, BC office and lead the organization and diverse team in supporting a positive and inclusive culture with open communication and cooperative relationships. Reporting to the Board of Directors, The Executive Director will be responsible for the successful leadership and general management of the Agency according to the organization's vision, objectives, and strategic direction set by the Board.

The Executive Director of SCFSA, will engage with the 7-member communities to ensure that their services align with their community's needs and values. The Executive Director will be a values-driven leader and skilled in developing and executing organizational strategies and associated operational plans.

A mountain top view of the Executive Director's responsibilities:

- Participate with the Board of Directors in annually reviewing SCFSA's mission, vision, and strategic plan while ensuring that programs and services offered are consistent with the Agency's overall mission and reflect the priorities of the Board and approved strategic planning;
- In conjunction with the Board of Directors, set and communicate a clear vision for the future of the Agency and establish strategy development, ensuring alignment between the Board, advisory groups, community needs, and internal leadership ;
- Develop and maintain positive working relationships with local, provincial and national organizations; ensure that services and funding relationships are robust enough to meet or exceed strategic goals and objectives;
- Provide leadership and day-to-day oversight organizationally, with a primary responsibility to support the 7-member communities and the executive management team to ensure effective and efficient organizational and administrative strategy and structure;
- Ensure operational compliance from a labour standard perspective, worker's compensation, human rights, and safety;
- Oversee the Agency's Leadership team; creating clarity around job roles, reporting relationships, ensuring that policies and procedures are maintained and communicated on an ongoing basis to ensure they represent inclusivity and are reflective of the Agency's Mission and Values;
- Work with the leadership team to collaborate and respond to the diverse needs of their 7-member communities, conduct needs assessments, identify gaps, and plan client-focused programs, while ensuring the delivery of the most appropriate prevention services.

River's edge view of the Executive Director's responsibilities:

- Ensure sound management of the agency's resources, including financial controls, risk management and good governance practices; promote effective utilization of human, material and financial

resources for optimum service delivery with an emphasis on outcomes, effectiveness and quality service, while creating a culture of excellence that reflects the values of the organization;

- Oversee the annual budget planning with the senior management team while also managing departmental budgets, funding proposals and reporting;
- Research and develop project plans, prepare proposals and secure funding resources for projects, increasing the operating revenues of the Agency, while ensuring reports are completed accurately and on time;
- Lead the implementation of strength-based, culturally rooted practice to enhance the wellness of families and communities;
- Oversee current programs and departments to ensure that leaders are equipped to manage their teams and their human resources as well as implement new programs and measure goal achievement;
- Provide oversight and support to the leadership team to adhere to all legislation, policies, procedures, values and achieve their goals within their teams;
- Take an active role in developing and mentoring staff for more senior positions to ensure the succession of key positions;
- Ensure that programs such as onboarding, recruitment, retention, management and development are carried out with excellence and are in compliance with all laws and regulations;
- Collaborating with various organizations and external resources for joint special projects and enhanced services;
- Enhance organizational profile through PR, networking and advocacy.

Who you are:

To qualify, a Master's Degree in Social Work, or a related field, is required as well as, a minimum of 5 years of current experience in Child and Family Services/Child Protection, with 3-5 years of progressively responsible program management experience in the First Nations Social Service.

To succeed in this role, the following skills will be required:

- Comprehensive knowledge of relevant legislation, including child protection, labor, privacy, and human rights (Act Respecting First Nations, Inuit, Metis Youth and Families, Child and Family and Community Services Act and more);
- Delegated or the ability to become delegated;
- Understanding of the challenges and historical trauma that has disrupted the traditional family and community way of life;
- Proficiency in various computer programs for effective communication and data management;
- Ability to work independently and build effective interpersonal relationships;
- Collaborative skills for goal-setting, budgeting, and funding proposals with leadership teams;
- Strong negotiation abilities, informed about Federal and Provincial initiatives in relation to First Nation Agencies;
- Experience with nonprofit organizations and volunteer board interactions;
- Ability to recognize and respect all cultural diversity and a knowledge of Indigenous history, language, traditions, and cultures;
- Excellent leadership, team-building, and organizational skills;
- Adaptability, self-starter mindset, and effective problem-solving skills;
- Proficiency in data analysis and data-driven decision-making;
- Willingness to travel to other related organization locations as needed;

The successful candidate must have a valid/current BC driver's license and must be able to obtain and maintain a Criminal Records Check that includes a Vulnerable Sector Check.

The Benefits:

This exciting opportunity comes with a competitive salary range of \$137,000 - 157,000 (negotiable based on skills and experience), along with some fantastic benefits including:

- Extended Health, 100% all benefits paid;
- Dental (coverage includes 100% Basic/80% Major/55% Ortho);
- Along with your paid vacation and sick days, paid personal leave and paid spiritual leave;
- Life insurance and long-term disability;
- Employee Assistance Confidential support service;
- Engagement in community events.

To explore this opportunity further, please submit your resume to <https://potentiahr.ca/careers/> as soon as possible. We are looking forward to hearing from you!

To find out more about SCFSA, please visit their website at <https://secwepemcfamilies.org>