



POSITION TITLE: Kinship Worker

TERM: Temporary 12 Month Term, Full Time

SUPERVISOR: Kinship 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/Canton and who reside in Kamloops.

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.



Job Summary

The Kinship Worker identifies family and community connections for our children and youth in either continuing or temporary care to return them safely to their community. Individuals are recruited with those who have a family connection (such as a grandparent) or significant relationship (such as a teacher) and whose parents cannot care for them. The Kinship Worker facilitates culturally appropriate and timely permanency planning for Indigenous children in care, and using collaborative practice, ensures that safe, permanent homes are found in a timely and effective manner. Kinship care is a possible alternative to placing a child in foster care. The Kinship Worker supports the organization's mandate to provide innovative and culturally appropriate child and family services to Indigenous families. The role works collaboratively with Secwepemc communities to strengthen family units by identifying, supporting, and nurturing kinship placements. The Kinship worker ensures children, and their caregivers are supported, remain connected to their culture, and extended family networks.

Qualifications

Education and Experience

- Bachelor's degree in Social Work, Human Services or equivalent field OR Diploma in Human Services combined with 3 years of experience in Child and Family Services



- Full C4 Delegation under the BC Child, Family and Community Services Act or willing to attend C4 delegation training
- One to two years experience in Child Protection preferred
- Experience working in a fast-paced child welfare setting preferred
- Experience with Indigenous families, youth, and children is preferred

Skills and Abilities

- Ability to assess strengths and weaknesses of family dynamics
- Interviewing skills for both children and adults
- Proven ability to establish and maintain effective working relationships and to use integrated case management
- Conflict resolution skills including mediation, problem-solving, negotiation, and advocacy
- Ability to interpret and apply Federal and Provincial legislation to relevant Child Protection
- Proficiency in the use of computer programs for word processing, databases, spreadsheets, email and the internet, to the intermediate level (capable of using a large number of functions and feel confident using the program)
- Communication, both oral and written, including the ability to develop and present education and information documents for non-social work audiences
- Intervention, crisis management skills, grief counselling, and suicide intervention
- Knowledge of all areas of child development, traditional Indigenous family processes, the origin and effects of child abuse and neglect in the community
- Recognizes and respects all cultural diversity and understands Indigenous culture
- Organizational and time management (to maintain multiple kinship care files)

Working Conditions

- Travel in this position is required (clients/family residences, communities, caregiver homes and other locations as necessary)
- Potential for Violence in the workplace
- Supervision received – frequent consultation with a direct supervisor with directives and regular review of the work performed
- Ability to work as a team member as well as independently

Conditions of Employment

- Must be able to obtain and maintain a Criminal Records Check
- Must be able to obtain and maintain a valid BC Driver's License

Directly Supervises

- None

Pay Grade

- Starting wage is \$39.3000 starting, once delegated \$42.8904



SUBMIT COVER LETTER and RESUME

Human Resources Department

hr@secwepemcfamilies.org

Posted until April 30, 2025, at noon.

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.

Main Office:

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