Secwépemc
Child & Family Services Agency

POSITION TITLE: Direct Support Worker

TERM: Full Time, Permanent

SUPERVISOR: Family Support 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, Skeetchestn, Tk'emlúps te Secwépemc, Simpcw, and Whispering Pines/Clinton 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 Direct Support Worker is part of the Early Years Wellness Team and provides support to children who require assistance due to a variety of reasons; trauma, behavioural concerns, developmental delay/disability. The Direct Support Worker will assist children in multiple environments and will collaborate with the child's care team/support network. The Direct Support Worker will implement Individual Service Plans for children and further develop strategies and activities to meet the unique needs of the child in consultation with the AIDP/ASCD Consultant. This position requires very strong relationship building and the ability to connect with children and families in a trusting way.

Qualifications

Education and Experience:

- Diploma in Human Services or related combination of education and experience
- Early Childhood Education diploma with specialty in infant toddler and children with special needs considered an asset

- Two years working within the early years' prevention and intervention field and/or childcare settings preferred
- Planning and implementing strategies of supports and/or resources for children with developmental delay, disabilities, and/or special needs and their families preferred

Skills and Abilities:

- Ability to work in a fast-paced environment
- Strong understanding of child development in 0 to 6 years
- Knowledge of collaborative practice
- Ability to recognize and identify developmental risk factors
- Ability to support the whole family to reduce barriers of developmental risk
- Ability to work in a team environment, and to collaborate for best childcare and outcomes
- Knowledge of all areas of child development, traditional, Indigenous family structure and process, understanding of family challenges and the origin of child abuse and neglect in the Indigenous community
- Ability to use strong communication skills and demonstrate the ability to write comprehensive case notes
- Proficient in Microsoft Office (Outlook, Word, Excel, and Power Point), and Adobe Acrobat
- Ability to work independently and build effective interpersonal relationships based on trust with Indigenous children, families, and communities
- Ability to self-regulate, meet deadlines, have attention to detail, and respect confidentiality
- Demonstrates a strong understanding of and respect for cultural diversity, particularly Indigenous culture

Working Conditions:

- Travel to multiple locations will be required
- 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 License
- Must provide a vehicle in good operating condition and appropriate insurance to meet program requirements

Directly Supervises:

- None

Pay Grade:

- $31.5946 per hour

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SUBMIT COVER LETTER and RESUME

Human Resources Department
hr@secwepemcfamilies.org
153 Kootenay Way, Kamloops, BC V2H 0E6

Posted until November 27, 2026 @ 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.