



Métis Family Services

#312 – 7485 130 Street
Surrey, BC V3W 1H8

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Job Title:	Guardianship Team Leader – FT/Temporary		
Department	Guardianship - Classification: Aboriginal Delegated Supervisor Grid Level 30		
Reports to:	Director of Programs and Practice		
Date Prepared:	November 5, 2021	Closing Date:	Open Until Filled

Job Summary: The Guardianship Team Leader works with teams and diverse community partners to deliver a broad range of services. This position has the accountability and responsibility to plan, develop, manage, coordinate, and evaluate the delivery of child welfare services in the areas of resources, child protection, guardianship, and adoption services for children and families.

This position will provide direction, leadership, and support to staff within a team for professional and integrated services delivery and must ensure adequate clinical support is provided as well as staff training and development. This Team Leader works in partnership with other Team Leaders within the Agency to provide coverage for each other.

Reports to: Director of Programs and Practice and Executive Director

Key Duties and Responsibilities:

Required:

- Supervises staff including assignment of work, development, and evaluation of performance plans.
- Plans, implements, and manages the multidisciplinary approach to Metis Family Services programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Ensure service delivery is performed according to and within the agencies policies and procedures.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Provides ongoing professional supervision and consultation with staff and ensures a broad range of staff training and development is provided.
- Establishes relationships with community partners, provincial, and non-governmental agencies to enhance service delivery.
- Participates in area and planning committees.
- Oversees the delegation process for new workers: establishing and implementing a system for ensuring timely completion of field guides; monitoring the progress of new workers; and applying for delegation when appropriate.
- Allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the Agency within the community.
- Covers for other Team Leaders
- Other assigned duties and responsibilities.

Job Skills and Abilities:

- Well-developed leadership in providing guidance and direction to staff to clients needs, assessments, and service delivery mandates
- Able to exercise good judgement and assessment skills
- Strong interpersonal skills and excellent oral and written communication skills
- Demonstrated ability to teach skills and recognize training needs for staff
- Knowledge of related practices, principles, and theories in the areas of child welfare, community social services, and a strong understanding of Metis issues
- Excellent organization, time and general management skills and abilities
- Competent in the judicious use of delegated authority
- Familiar with court procedures and laws of evidence
- Ability to function independently while managing concurrent tasks and deadlines, often under pressure
- Ability to work effectively as a team player with management staff, program staff, agency staff, social workers, and other personnel from the private and public sector
- Ability to apply tact and diplomacy in dealing with others, including when dealing with sensitive and/or politically charged issues

Education and Experience:

- Master of Social Work (MSW); Bachelor of Social Work degree (BSW); or Bachelor of Arts (BA), Child and Youth care or Bachelor of Arts (BA) degree in a related human service field.
- 2 years or more of direct supervisory experience in delegated Child and Family Services.
- Working knowledge of the Child, Family and Community Services Act (CF&CSA) and the Aboriginal Operational and Practice Standards and Indicators (AOPSI).
- Previous supervisory training preferred.
- Must be delegated or eligible for delegation in the province of BC.
- Knowledge and appreciation of Indigenous cultures and history and how these affect the development of individuals, families, and communities.
- Understanding of cross- cultural issues as they affect children in care, foster parents, biological parents, and communities of origin.

Preferences will be given to the applicants with the following:

- Bachelor's Degree or higher in Social Work; or Bachelor's Degree or higher in Child & Youth Care.
- 2 years or more experience in supervising the delivery of guardianship services in child welfare.
- Applicants with preferred education credentials AND in-service Metis Family Services employees who hold a regular SPO 24-30 base position that requires delegation under the Child, Family, and community Services Act (CFCSA).

Core Competencies:

Cultural Agility, Developing Others, Seeking and Using Feedback, Decisive Insight, Expertise, Reflecting on Difficulties, Handling Crisis, Holding People Accountable, Leadership, Problem Solving/Judgement, Strategic Orientation, Planning, Organizing, and Coordinating, Teamwork and Co-operation.

Additional Information:

This position is required to work in a stressful environment often dealing with clients in crisis. Managing emergencies and providing assistance and support under the pressure of short deadlines are ongoing expectations. The willingness to be flexible and to work effectively both independently when required and with the senior management staff is essential.

Other Requirements:

- Must have a Criminal Record Check completed by and satisfactory to Métis Family Services.
- Valid Class 5 Driver's License; Driver's Abstract and a reliable and safe vehicle

Rate of pay: \$43.5484 to \$49.7654 per hour

Start date: As soon as possible.

Please clearly state the position you are applying for and forward your resume & cover letter to the attention of Kay Rampersad by email to: HR@metisfamilyservices.ca

This position requires Union Membership.

Metis Family Services thanks all applicants for their interest in this career opportunity; however, only those considered for the position will be contacted. No telephone inquiries please.