



## Métis Family Services

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---La Societe de les Enfants Michif---

<b>Job Title</b>	<b>Guardianship Social Worker – Full-Time/Temporary (12 months)</b>		
<b>Department</b>	<b>Guardianship</b>	<b>Family Services Classification</b>	<b>Aboriginal Delegated Social Worker SPO24 Working Level</b>
<b>Reports To</b>	<b>Guardianship Team Leader</b>		
<b>Date Prepared</b>	<b>November 1, 2022</b>	<b>Closing Date</b>	<b>Until Vacancy Filled</b>

### **Job Summary:**

The Guardianship Social Worker, under the direction of Guardianship Team Leader, Metis Family Services' Program Manager and Executive Director, and in accordance with all legislation will provide services to all children delegated to their care. The Guardianship Social Worker, as legal guardian to children and youth in the Continuing Care of the Director of Child Welfare, carries out various responsibilities under the CFCSA and the Aboriginal Operational Practice Standards & Indicators (AOPSI), while establishing appropriate permanency plans. The Guardianship Social Worker is also accountable to Métis Family Services and the community to ensure that services are delivered within the context of Métis culture and community standards. This will include formulating and implementing case plans, analyzing client's needs and strengths, and connecting children and families to appropriate community resources; as well as, maintaining case records, and performing other duties as directed.

**Reporting to:** Guardianship Team Leader

### **Key Duties and Responsibilities:**

Guardianship Social Workers will provide services to all children in the care of the Director of Aboriginal Child Protection (Ministry of Child & Family Development), and will:

- Ensure that all aspects of the child's life are planned for, and goals achieved
- Ensure that thorough documentation is completed of critical incidents and plans of care with a strong child centered approach.
- Ensure that culturally appropriate and specific Plans of Care are developed for every child and that Plan of Care meetings are scheduled regularly.
- Liaise with other involved professionals and the child's Métis community to assist with planning for the child's care needs.
- Ensure biological family and community involvement in the development of the Plan of Care, where possible and appropriate.
- Work closely with Foster Parents, caregivers, and the child's Métis community to ensure that the child's needs are being met.
- Ensure that the child is seen separate and apart from the caregiver according to time frames set out in policy.
- Explain to the child why they are in care and involve the child in ongoing planning wherever possible.
- Provide on-going support and guidance for the duration of a child's time in care, taking into consideration the child's voice, and the best interests of child.
- Ensure that the child is aware of their rights as a child-in-care and advocate for the child's needs.
- Promote the child's existing relationships with siblings, family and community.
- Provide access supervision with natural family of the child or liaise with other services that do access supervision.
- Develop permanent plans of care in the child's best interest, including reuniting the child and family, placing a child in a home of a relative, placing the child with their cultural community, placing the child into an adoptive family.
- Assist in preparing the child for transitions into new placements or long-term plans.

- Prepare child for independence by ensuring life skills are learned through appropriate placements and support of placement.
- Arrange or facilitate access to resources for caregiver to support the child's needs.
- Respond to requests from caregiver regarding the child as quickly and efficiently as possible.
- Work with the Resource Social Worker around the placement needs of a child in care.
- Advise the Public Trustee of any injuries or legal action involving a child in continuing custody of the Director.
- Ensure that electronic and physical file documentation is complete and up to date.
- Perform other duties, as required.

**Education & Experience:**

- Bachelors of Social Work Degree, Child and Youth Care Degree or a Social Sciences degree plus experience in the human services field.
- Two (2) years recent (within the last 5 years) experience working in adoption, guardianship or child welfare and directly responsible for the planning (i.e., working/applying the Adoption Act, Child Family Act, etc.) for children and youth in care.
- Must be eligible to obtain appropriate Provincial Delegation and consideration will be given to those who already hold C4 Guardianship delegation and Adoption delegation.

**Job Skills and Abilities:**

- Demonstrated abilities and experience in: developing strong working relationships with children, families, Indigenous communities, foster parents, and biological parents.
- Excellent understanding and knowledge of Métis/Indigenous cultures, traditions, and socio-economic issues affecting urban indigenous families.
- Professional commitment, flexibility, good problem solving and dispute resolution skills
- Computer literacy on databases, Microsoft Word, Excel and other computer software
- Safe Home Study training is an asset.
- Training in Integrated Case Management System (ICM) is an asset.
- Excellent oral, written, facilitation, interpersonal and communication skills
- Excellent organizational and time management skills
- Ability to work effectively with agency staff, volunteers and professionals from community agencies and partner organizations.
- Knowledge of child development milestones.

**Additional Information:**

- This position requires the ability to function independently while managing multiple projects and deadlines including effectively managing emergency situations. Program delivery activities may require a moderate level of physical fitness to effectively carry out duties of the position.
- May be required to work evenings/weekends.
- Required to use own vehicle. Valid Class 5 Driver's License, Driver's Abstract and a reliable and safe vehicle.
- Subject to a positive reference check.
- Successful completion of security screening requirements of the BC Public Service, which includes a criminal records check, and/or Criminal Records Review Act (CRRA) check, police record checks and/or enhanced security screening.
- Carrying out special projects as required by the Guardianship Team Leader, Director of Programs and Practice and/or the Executive Director.

**Core Competencies:**

Indigenous Cultural Competency, Results Driven, Teamwork and Co-operation skills, Service Orientation skills, Seeking and Using Feedback, Decisive Insight, Reflective Practice, Responsive Learning, Information Seeking, Planning, Organizing and Coordinating

**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 Criminal Record

**Rate of Pay: SPO24:** \$36.4451 - \$41.5520/hour; **SPO Growth:** \$32.4646 - \$35.3912/hour

**Start date:** As soon as possible

Please clearly state the position you are applying for and forward your resume & cover letter to [HR@metisfamilyservices.ca](mailto: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.