



Métis Family Services

#312 - 7485 130 Street
Surrey, BC V3W 1H8
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-----*La Societe de Les Enfants Michif*-----

Job Title	Child Protection Team Leader (One Year Coverage) – FT/Temporary		
Department	Family Services Classification: Delegated Supervisor Grid 30		
Reports To	Director of Programs & Practice		
Date Prepared	September 13, 2022	Closing Date	Until vacancy filled

Job Summary:

Reporting to the Director of Programs & Practice, the Team Leader provides direction, leadership and support to staff within their team for professional and integrated services delivery and must ensure adequate clinical support is provided as well as a broad range of staff training and development. Takes direct responsibility to ensure case management practices are current and meet required service levels and standards; the Team Leader establishes productive working relationships with community partners, and acts as a liaison and participate on internal and external committees as designated by the Director of Programs & Practice and Executive Director.

The Team Leader ensures the safety and well-being of children and to assist with the preservation of the family unit. Programs are offered under the statutory authority of various legislations. This position has the authority, accountability and responsibility to plan, develop, manage, coordinate and evaluate the delivery of initiatives and services.

Key Duties and Responsibilities:

Knowledgeable about the needs of neglected, abused and exploited children, and about child development and family functioning;

- **Workload Management:** Ensures that cases are assigned to team members. Ensures statutory authority of various legislations, AOPSI guidelines and MFS Policies and Procedures are adhered to when managing caseloads of team members.
- **Case Management:** Ensures that culturally appropriate and specific Plans of Care are developed for every child and that Plan of Care meetings are scheduled regularly.
- **Clinical Supervision:** Provides ongoing professional supervision and consultation with staff.
- **Performance Management:** Identifies performance standards for team members, monitors individuals' performance, provides and solicits feedback and assists members in eliminating gaps in performance.
- **Oversees the delegation process for new Social 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.
- Perform other related duties as required.
- Allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the Agency within the community.

- Coverage for other Team Leaders
- Participates in area and planning committees.
- Establishes relationships with community partners, provincial, and non-governmental agencies to enhance service delivery

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 services field;
- Minimum of two (2) years of direct supervisory experience in Child and Family Services.
- Minimum of five (5) years of experience in child and family services, including child protection and six (months) of acting supervisory experience.
- 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.
- Excellent communication skills both oral and written.

Job Skills and Abilities:

- Able to exercise good judgment;
- Skilled in working with families who may not want service;
- Skilled in collaborating with other disciplines and services in ensuring the protection of the child;
- Competent in the judicious use of the authority delegated to them for intervention on behalf of neglected, abused, and exploited children and their parents;
- Familiar with court procedures and laws of evidence;
- Familiar with procedures for preparing petitions, qualifying as expert witness, and helping witnesses organize their testimony.
- Well-developed leadership, supportive counselling, assessment skills and solid advocacy skills.
- Knowledge of options available to reduce risk rather than removing children.
- Ability to interface with community and MCFD staff.
- 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 Métis issues.
- Excellent organization, time and general management skills and abilities.
- 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.
- Provide clinical support to staff.
- Ability to exercise good and sound judgment in any given situation.

Core Competencies:

Child Safety Administration, Protocols, Records Management, Indigenous Cultural Competency, Developing Others, Seeking and Using Feedback, Decisive Insight, Expertise, Reflective Practice, Responsive Learning, Handling crisis

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 candidates considered for the position will be contacted. No telephone inquiries please.