



# **Metis Family Services**

#312 – 7485 130

Street

Surrey, BC V3W 1H8

**Telephone: (604) 584-6621**

**Fax: (604) 582-4820**

<b>Job Title:</b>	Child Protection Social Worker (Float) – Full Time/Permanent X 2		
<b>Department</b>	Family Services		
<b>Classification</b>	Indigenous Delegated Social Worker SPO 26		
<b>Reports to:</b>	Child Protection Team Leader		
<b>Date Prepared:</b>	November 20, 2023	<b>Closing Date:</b>	Until Vacancy Filled

### **Job Summary:**

To provide child protection services to children and families within the Metis community. The role of this position is under the direction of the Child Protection Team Leader, Director of Programs & Practice and/or Executive Director.

**Reports to:** Child Protection Team Leader

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

- Investigates complaints of child abuse and neglect by interviewing clients, observing and involving appropriate agencies in the investigation, evaluating risk indicators, validating the complaint, and determining a plan of action.
- Develops and implements a child protection plan by identifying client needs, establishing long- and short-term goals and developing a contract with clients and other resources.
- Ensures the ongoing management of cases by monitoring progress towards goals, coordinating services, consulting with other service providers, examining the terms of the contract and making referrals to other agencies.
- Prepares documentation for court, files documents and ensures legislative requirements are addressed and timelines for serving notice follow the Rules of Court.
- Prepares clients for court by explaining the purpose, ensuring client has access to legal counsel, informing the clients of other witnesses and explaining expected court behaviour and appearance.
- Prepares and presents evidence for Family Court, determines admissible evidence, instructs legal counsel regarding the type of court order sought, prepares for hearing, negotiates times and witnesses for hearing and presents testimony.
- Acts as the legal guardian by providing statutory services to feed, clothe and house children in care of the Director, provides opportunity for the social, intellectual and moral development of the child. Provides support for children’s identified needs.
- Develops Life Plans with the purpose of reuniting the child with the family, placing the child for adoption or placing the child into a permanent family setting.
- Develops cultural plans.
- Authorizes expenditures for support services to families.
- Provides services to the family such as assistance with parenting skills, drugs, alcohol treatment and referrals.
- Works as a member of a team.

### **Job Requirements**

- Bachelors or Master’s Degree in Social Work or Child and Youth Care, or Masters of Educational Counselling or Masters of Clinical Psychology, or equivalent.

- Child Welfare Specialization, having worked in child welfare and/or at an Aboriginal agency for two recent (2) years within the last 5 years.
- MCFD Knowledge & appreciation of Metis/Aboriginal cultures and how these impact the development of individuals and communities
- Provincial Delegation Training.
- Practical knowledge of Provincial Aboriginal Operational Practice Standards and Indicators
- 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.
- Successful completion of security screening requirements of Métis Family Services, which includes a criminal records check, and/or Criminal Records Review Act (CRRA) check, police record checks, enhanced security screening and degree verification. Satisfactory proof of legal authorization to work in Canada.
- Carrying out special projects as required by the Child Protection Team Leader, Director of Programs & Practice and/or Executive Director.

#### **Job Skills and abilities:**

- Excellent understanding and knowledge of Métis/Indigenous cultures, traditions, and socio-economic issues affecting urban indigenous families.
- 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.

#### **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 the duties of the position.
- May be required to work outside core business hours (evening and weekends).
- Must be eligible to obtain appropriate Provincial Delegation and consideration will be given to those who already hold C4 Guardianship delegation and Adoption delegation.

#### **Core Competencies:**

##### **Indigenous Relations Behavioural Competencies**

- **Cultural Agility** is the ability to work respectfully, knowledgeably, and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and notice their commonalities, and distinctions with Indigenous cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective. Effectively to other people from diverse backgrounds with diverse views

##### **Behavioural Competencies**

- **Results Driven** concern for surpassing a standard of excellence. The standard maybe one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement).
- **Teamwork and Co-operation** is the ability to work co-operatively with diverse teams, work groups, and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.



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- **Service Orientation** implies a desire to identify and serve customers/clients, who may include the public, co-workers, other branches, other ministries/agencies, other government organizations, and non-government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.
- **Seeking and Using Feedback** involves recognizing that improving performance and authenticity can occur through a reciprocal relationship. This requires an acknowledgement that here is an opportunity for mutual learning and development and levels the field in what is brought to supervision. Reciprocal learning can require active listening and modeling personal change in order to foster trust.
- **Reflective Practice** is the ability to critically assess how one's values, beliefs, ethics and culture influence decisions and relationships. An ability to demonstrate exemplary behaviour and curiosity regarding the perspectives of others, results in appropriate boundaries and insightful practice.
- **Responsive Learning** is facilitated through multiple approaches to encourage a deepening and expanding of skill sets with a view to continuing to build expertise that result in improved individual and organization outcomes.
- **Information Seeking** implies going beyond the questions that are routine or required in the job. It may include "digging" or pressing for exact information; resolution of discrepancies by asking a series of questions; or less-focused environmental "scanning" for potential opportunities or miscellaneous information that may be of future use.
- **Planning, Organizing and Co-ordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Decisive Insight** combines the ability to draw on one's own experience, knowledge and training and effectively problem-solve increasingly difficult and complex situations. It involves breaking down problems, tracing implications and recognizing patterns and connections that are not obviously related.

**Rate of pay:** **SPO27:** \$44.1627 to \$50.3724 per hour (with Provincial Delegation)  
**SPO Growth Progression:** \$36.0546 to \$39.2797 per hour (Delegation Training)

**Start date:** As soon as possible.

Please clearly state the position you are applying for and forward your **resume & cover letter** by email 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.