



Métis Family Services

#312 – 7485 130

Street

Surrey, BC V3W 1H8

Telephone: (604) 584-6621

Fax: (604) 582-4820

Job Title:	Resource Social Worker – FT / Temporary (18 months)		
Department	Resources		
Family Services Classification	Indigenous Delegated Social Worker SPO24 Working Level Grid Level 24		
Reports to:	Resource Team Leader		
Date Prepared:	March 25, 2024	Closing Date:	Until Vacancy Filled

Job Summary:

The Resource Worker is responsible for recruiting, developing, and maintaining a range of resources in which to place Métis Children in Care: Foster homes; Specialized resources, and out of care placements. The position monitors services provided, supports the resource providers and liaises with staff and community resources. The worker will be responsible for the retention of current resource providers, training new care providers, recognizing current resource providers and increasing Community Awareness of fostering. The goal of this service is to provide the most culturally appropriate resource available to meet the needs of the Métis children in care. This is done under the direction of the Resource Team Leader, Director of Programs and Practice, and/or Executive Director.

In this position, the Resource Worker is responsible for maintaining collaborative relationships with Ministry of Child and Family Development liaison offices and other Delegated Indigenous Child and Family Service Agencies in relation to placement of children in care and joint training initiatives. The position will monitor and support Métis Children in Care: Foster homes; out of care placements and Specialized Resources by being available to help support caseload duty coverage in the absence of the Resource social worker assigned to the file.

Reports to: Resource Team Leader

Key Duties and Responsibilities:

Under direction of the Team Leader, the incumbent is responsible for the following:

1. Appropriate Resources:
 - a) receiving requests from delegated social workers for placement of children being brought into care on an emergency and planned basis
 - b) coordinating out-of-region placements, if required
 - c) coordinating out-of-care options, if required
2. Liaises with delegated teams regarding placements of children in care by:
 - a) Participating in Integrated Case Management (Gathering the Circle) meetings on a regular basis to discuss and report on specific placement issues and general outstanding resource issues as well as quality of care issues
 - b) acting as information advisor for children needing placement and/or service and transferring information to the appropriate resource worker
 - c) providing ongoing evaluation and assessment of a child's progress during placement to assist in the planning process
3. Facilitates the provision of foster home resources for children-in-care by:
 - a) recruiting, orienting, studying, recommending for approval and training foster caregivers
 - b) monitoring and provision of service standards and supporting foster caregivers
 - c) coordinating the negotiation of special foster home rates, as required
 - d) liaising with local foster parent associations and regional councils to resolve issues and provide information of mutual interest
 - e) may be assigned to negotiate special care homes and/or parent contracts

4. Recruits and develops contracted resources by:
 - a) consulting with line child welfare workers and supervisors to identify resource development needs
 - b) providing background information to the negotiator to aid in contract negotiation
 - c) reviewing and understanding the contract negotiated, and interpreting same as required
5. Monitors the provision of service by:
 - a) evaluating the resource to ensure program is being provided as outlined in the contract
 - b) setting overall goals with the resource for ongoing service delivery
 - c) ensuring that review and revision of individual client goals is completed by involving the client's social worker
 - d) coordinating all admissions and discharges and attending related meetings
 - e) providing ongoing feedback to the resource regarding quality of service
 - f) providing information to the negotiator to assist in contract renewal, as to whether service is acceptable
 - g) maintaining up-to-date records and statistics on resource referrals and occupancy
6. Supports foster homes, contracted resource providers and/or out of care options by:
 - a) supporting caregivers in their role in ensuring that indigenous children and youth in care inherent rights to culture, language, tradition
 - b) interpreting policy and requirements to service providers in a positive manner
 - c) representing the needs of service providers to Metis Family Services staff in a positive manner
 - d) acting to resolve problems between service providers and staff
 - e) ensuring that requirements for use of resources are clarified, understood and met
 - f) providing referrals for appropriate training
 - g) planning, organizing, and hosting events such as Foster Parent Appreciation, Foster Parent Forum, etc.
 - h) ensuring caregivers are equipped to meet and exceed the needs of children and youth in their homes
7. Participates in Investigations of Abuse and Neglect in child welfare resources according to regional and provincial protocols.
8. Collaborates with indigenous communities to:
 - a) initiate or increase caregiving options in community
 - b) support caregivers
 - c) share resources
9. Financial responsibilities and other related duties:
 - a) inputting contracts in payment (RAPS) system
 - b) carrying out special projects as required

Performs other duties as required, including, but not limited to:

- Exercising spending authority as appropriate
- Maintaining and entering information on the Resource and Payment system to ensure payments to caregivers are accurate and timely

Qualifications, Education, & Experience:

- Bachelor's Degree or higher in Social Work OR Child and Youth Care OR Master of Education in Counselling Psychology/Master of Arts in Counselling Psychology; Bachelor's Degree in a Human Services field OR Bachelor's Degree with a Major/Honors in a Human Services OR Master's level graduate Certificate/Diploma in a Human Services field AFTER the completion of an unrelated Bachelor's Degree.
 - PLUS, a minimum of two years of recent related OR job-specific work experience.
 - NOTE: If this education was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must provide a basic report by the closing date of this posting to be considered.
- Must be eligible to obtain appropriate Provincial Delegation and consideration will be given to those who already hold C4 Guardianship delegation and Adoption delegation.
- Knowledge and appreciation of Indigenous cultures and history and how these affect the development of individuals, families, and communities. Knowledge of Métis culture is preferred.
- Understanding of cross- cultural issues as they affect children in care, foster parents, biological parents, and communities of origin.



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Job Skills and abilities:

- Demonstrated abilities and experience in developing strong working relationships with children, families, Indigenous communities, Caregivers, 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 outside core business hours (evenings/weekends).
- 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 (CRRRA) check, police record checks, enhanced security screening and degree verification.
- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.
- Carrying out special projects as required by the Resource Team Leader, Director of Programs and Practice and/or the Executive Director.
- Must be eligible to obtain appropriate Provincial Delegation and consideration will be given to those who already hold this delegation.
- Travel is a requirement, must be willing to travel regularly.

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 the culture of the BC Public Service, and to 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.
- **Collaborative Planning, Organizing and Coordinating** involve shared planning, establishing priorities jointly, and assigning resources accordingly, with sensitivity to the competing demands faced by Indigenous people. It is expressed by building plans together prior to acting and ensuring that plans and resourcing align with their evolving interests and needs. It involves timely monitoring,

evaluation and work refinement to deliver on the BC Public Service mandate of supporting Indigenous self-determination. It means developing staff orientation and managing knowledge so that when a new employee takes up a position within an already established relationship, educating the employee does not automatically and continually fall to Indigenous people.

- **Empathy** is the ability to recognize, understand and directly experience the emotion of another. It involves listening with heart, accepting their message and staying focused on their experience rather than reacting. It means understanding that the behaviour may be connected to something outside of the immediate situation. (Sympathy is not empathy. Sympathy means feeling pity and sorrow for someone's misfortune, or the tendency to want to help them with what you see as something negative. This can send a message that you believe that others cannot arrive at their own solutions.)
- **Sustained Learning and Development** means continually increasing your ability to build and maintain respectful and effective relationships with Indigenous people. Central to this competency is appreciating that there are many other cultural understandings of knowledge and ways of working that have legitimacy and deserve respect—and therefore require our continual learning and development, including direct exposure to cultural and community ways. It includes an eagerness to continually reflect upon and assess your own level of cultural agility and competence, self-awareness and expertise. It means being willing to learn in new and different ways and appreciating how diverse ways of thinking and acting can ensure the success of the BC Public Service in supporting Indigenous self-determination.

BEHAVIOURAL COMPETENCIES:

- **Information Seeking** is driven by a desire to know more about things, people or issues. It 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.
- **Listening, Understanding and Responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to both spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.
- **Planning, Organizing and Coordinating** 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.
- **Conflict management** (Reduces and Resolves Conflict in a Proactive Manner) involves working to resolve conflict when the conflict directly impacts on achievement of work objectives. Anticipates and acts to mitigate/reduce potential conflict management and to reduce and resolve conflict at the outset, by encouraging continued. Open, two-way communications.
- **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.

Rate of pay: SPO24: \$41.6411 - \$47.4570/hour; SPO Growth: \$36.0546 - \$39.2797/hour.

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

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.