



**Full-time Position, Family Preservation Counsellor
Northwest Inter-Nation Family and Community Services (NIFCS)**

JOB OPPORTUNITY

Building on Strengths

Empowering Others

Keeping Children Safe and Connected to their Families & Traditions

If these statements resonate with you, please consider this opportunity to join the [NIFCS](#) team as a Family Preservation Counsellor in Prince Rupert, British Columbia.

Position Summary: Reporting to the Team Leader, the Family Preservation Counsellor is responsible for providing Family Preservation counselling after assessing the client's social, psychological, emotional, and/or behavioural issues and providing therapeutic programs and interventions. He/she will provide short-term, intensive, in-home counselling and skill-based work to assist diverse families (foster parents/biological parents/kinship placement) in reducing risk factors and threats to family and individual well-being. When appropriate, service will also be delivered as group work.

Primary Responsibilities and Duties

- Observe/assess family interaction in the home on a weekly basis to work on specific goals and provide therapeutic services, counselling, employment awareness, and to present other various teaching strategies;
- Work toward the goal of strengthening the family's functioning and reducing the issues placing their children at risk, so parents are better able to provide a safe and healthy environment for their children and themselves;
- Meet and Liaise with MCFD Social Worker to obtain a family history and to identify desired outcomes as identified by MCFD, upon receipt of referrals;
- Meet one-on-one with children, youth, and their families to identify additional goals the family wishes to achieve;
- Support cultural connections by assisting families in connecting with their Aboriginal heritage;
- Liaise with and provide information for all other professional parties, including community service providers, Social Workers, and other colleagues and stakeholders;
- Consult with, advocate for, and coordinate client services with other agencies, professionals and systems;
- Follow-up with the Social Worker to ensure that the Family Plan has been completed, signed off and a copy provided to the family and appropriate staff;
- Develop an analysis and plan of action by meeting with families to identify goals to strengthen the family and reduce risk to ensure the best interest of the child and family;
- Ensure all case files are up-to-date and provided to Supervisor regularly; and
- Consult with your Supervisor on caseload, progress, program evaluation needs, and at weekly case management meetings;
- Perform other duties within the scope of the position, as assigned.

Basic Qualifications

- All employees of NIFCS are required to submit a Criminal Record Check with Vulnerable Screening, comply with the Occupational Health and Safety Act (OHSA), its regulations and all occupational health and safety policies and procedures. Further, to work evening and flexible hours and attend cultural awareness training, among other training;
- Valid class 5 driver's license; First Aid/CPR;
- Preference will be given to those candidates with (C6) Child Protection Delegation;
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

Education / Work Experience / Abilities

- Bachelor of Social Work degree, Masters of Social Work degree, or BA in a related field with at least 2 years of experience in child and family services;
- At least 2 years in family therapy and/or crisis intervention;
- Behaviour Modification Training; Conflict Resolution and Complex Trauma Training;
- A thorough understanding of the function of Family Preservation, Guardianship program, Resource Program, and the Child Protection program;
- Demonstrated Experience/Abilities and/or Certifications in:
 - Child Development
 - Positive parenting and effective discipline strategies
 - Universal precautions to protect the caregiver and client from the transmission of infections
 - Family issues and stresses of parenting
 - Child management strategies (non-violent)
 - Resources available in the community
 - Addictions and domestic violence issues
 - Positive behavioural reinforcement
 - Verbal and written skills
 - Interviewing and assessment skills
 - Ability to network with other agencies
 - Non-Violent Crisis Intervention training
 - Basics knowledge of child and family services system and procedures
 - Establish effective relationships
 - Basic counselling skills Computer
 - Crisis Intervention Skills
 - Mediation/negotiation
 - Advocacy
 - Group work and facilitation skills
 - Ability to multitask
 - Ability to work flexible hours
- Preference may be given to applicants with recent (within the last 3 years) experience working with Indigenous communities;
- Demonstrated ability in developing strong and positive relationships with children, parents, foster parents or other caregivers;
- Excellent verbal and written communication skills;
- Ability to work under pressure with professionalism.

Compensation & Benefits

- You can expect a supportive work environment, a total compensation package that includes a competitive wage, extended health, and dental benefits;
- This is a Bargaining Unit position;
- An eligibility list may be established to fill future vacancies.

Submission Deadline:

- Open until filled.
- We invite all interested parties to apply by emailing your cover letter and resume in the strictest confidence to the Human Resources Department at hr@nifcs.org.