



Full-time Position, Family Preservation Worker
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 Worker in Terrace and Prince Rupert, British Columbia.

Position Summary: Reporting to the Team Leader, the Family Preservation Worker assists families in effectively addressing the emotional, physical, cultural, intellectual and spiritual needs of their children. The overarching purpose of this position is to work with families collaboratively to enhance children's safety and reduce the risk of abuse or neglect. Further, this position provides direct one-to-one support to parents in their home or out in the community. Services include educating parents about child care and child development, advocating for parents/families, encouraging nurturing behaviour and interaction between parents and their children, and assisting parents and families in accessing relevant community resources. The position will also provide other various duties to assist social workers in case management.

Primary Responsibilities and Duties

1. Provide encouragement, support and education to families in order to facilitate positive parent-child relationships, stimulate child development and promote healthy lifestyles.

- Work collaboratively with parents to develop and implement a family development plan that supports parents in achieving goals;
- Establish a trusting relationship with at-risk families;
- Provide a liaison function and advocacy role for families, helping them to access services that support healthy family functioning;
- Assist parents in strengthening parent skills and knowledge; developing an understanding of age-appropriate expectations; using effective coping strategies; appropriate discipline; using positive reinforcement in parenting and identifying and utilizing their strengths and their support network;
- Teach parents problem solving, anger management and coping skills using modelling as a primary teaching method;
- Gather and maintain information on care progress, providing monthly progress reports; add case notes in a timely manner;
- Assist parents in developing culturally appropriate strategies in addressing problems that impact their family, and provide workshops allowing parents to learn various skills parents need;
- Carry a client caseload, and participate in case management and regular team meetings;
- Work with social workers and related positions to provide assistance to youth in the development of life skills and assist youth in gaining access to community resources;
- Assist parents in maintaining a safe and functional home environment;
- Conduct ongoing assessments of client strengths and weaknesses and progress towards case goals and maintains documentation on case progress;
- Provide critical incident reports to the social workers in a timely manner;

- Establish and maintain effective communication between youth, families, extended family, social workers and community stakeholders;
- Respond immediately to families in crisis, and provide assistance and support to help them resolve personal issues;
- Promote an atmosphere that encourages parents to maintain responsibility and accountability for meeting the needs of children;
- Assist youth in making a transition to independence that reinforces their sense of self-responsibility for the choices they make and their consequences.

2. Provide ongoing casework assistance to social workers as part of general case management duties.

- Drive, supervise, monitor and document visits of children in care where required;
- File and serve court documents as required;
- Assist social workers with arranging services for families, i.e. ordering bus passes, assisting families with food vouchers and shopping, clothing orders, transportation of clients to appointments, arranging travel;
- Assist social workers in completing required case management paperwork, i.e. social histories, treatment referrals, transferring children between placements, providing short-term or crisis support to families referred by social workers.

3. 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 or a Bachelor of Arts in Child and Youth Care
- 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.