



Part-time Position, Roots Coordinator
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 Roots Coordinator working in and providing direct services to the Terrace/Kitimaat communities, British Columbia.

Position Summary: The Roots Coordinator will explore the Indigenous child's family and community for the purpose of cultural connections, relationships and permanency. The position is responsible to develop and facilitation programs in order to support cultural connections for children and their families and to promote cultural understanding for caregivers and staff.

Primary Responsibilities and Duties

Administrative:

- Complete Roots Assessment, Planning and Re-exploration file;
- Research MIS, Case Notes, and other relevant information systems;
- Complete the research necessary to develop a genogram/family tree;
- Complete research to ascertain the child/youth's Aboriginal heritage, band, status, registration and/or member affiliation;
- Elicit other relevant assessment information from the social worker/guardian;
- Upon completion of the assessment, meet with the social worker and develop the overall cultural plan, reunification plan, or permanency plan as a team;
- Maintain quantitative and qualitative statistics and complete reporting document as required.

Interviews & Visits:

- Identify family, establish rapport, and maintain relationships to gather information from family, siblings, extended family, community, etc.;
- Establish and maintain relationships to gather information from social workers, foster parents, teachers, and other para-professionals;
- Support the establishment, re-establishment, and/or maintenance of relationships between social workers, family, children, and/or youth, Communities, and other professionals to support collaborative planning;
- Develop a contact list inclusive of family, extended family, siblings, community members (on and off-reserve if possible), and other significant people in the child/youth's life.

Cultural Planning:

- Identify a community liaison or contact person rural and/or urban;
- Gather information for community newsletters and gatherings, celebrations, traditional practices, both urban and rural;
- Research the identification and involvement of a person to be his or her cultural contact or mentor;
- Identify ways in which the child's participation in culturally specific activities, including traditional customs and cultural activities that are unique to the community, can be established, promoted and/or preserved;
- Support the social worker, foster parents, and/or community to help the child or youth explore and understand the history, geography, language, customs and spiritual beliefs of his or her community;
- Support the social worker, foster parents, and/or community to develop lifelong relationships with people in their community;
- Develop a plan for community/family reconnection visits with social worker where applicable;
- Support the social worker, family, and/or community in facilitating healing circles, talking circles, family gatherings, or culturally relevant communication gatherings;
- Mentor strategies that promote culturally appropriate approaches to planning for aboriginal children and/or youth.

Reunification Planning:

- Identify family, extended family, and/or community members that are able and willing to provide a permanent home to the children/youth;
- Identify barriers to permanency planning, and assist in developing viable permanency options/plans;
- Provide recommendations towards alternative care arrangements for children and youth (i.e. Transfer of Guardianship);
- Where applicable, support the social worker in developing a reunification plan that provides a smooth transition for the child/youth, and ensures the family and/or community has access to supports to ensure successful and permanent reunifications;
- Engage in collaborative planning with community/social workers, and other professionals to identify roles and involvement that will support the family in successful reunifications.

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.
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

Education / Work Experience

- Human Service Diploma / Certificate.
- Experience working with Indigenous families and communities.
- BSW or BA in Child and Youth Care. Certain types of experience may be considered equivalent.
- Completion of Cultural Awareness training.
- Two (2) years' experience in child welfare work in the last five years.

- Experience in interviewing family members and other stakeholders for their views on family functioning.
- Knowledge of Child, Family and Community Service Act, Adoption Act, Family Relations Act, Mental Health Act, Youth Criminal Justice Act and BC Benefits Act pertaining to youth services and related MCFD policies and procedures.
- In-depth knowledge of social work ethics, principles and practices.
- In-depth knowledge of needs and issues related to child development, child protection, and providing effective programming.
- Knowledge of program evaluation theory and practice.
- Valid driver's license.

Working Conditions

- Travel in this position is required.
- Non-standard hours of work, adjusted schedule.
- As a result of serving the Terrace/Kitimaat communities, travel to the communities is considered the position office (base office) and hence, travel compensation is not reimbursed.

Compensation & Benefits

- You can expect a supportive work environment, a total compensation package which includes a competitive wage, extended health and dental benefits.
- This is a Bargaining Unit position.
- An eligibility list may be established to fill permanent and/or temporary 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 hr@nifcs.org.