



Full-time Position, Guardianship and Resources Team Leader 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 Guardianship and Resources Team Leader based in Prince Rupert or Terrace, British Columbia.

Position Summary: You will lead and manage the provision of guardianship services in accordance with the relevant legislation, ensuring as much personal autonomy and respect for the wishes of the person as possible in the making of guardianship decisions. At this level, the incumbent is expected to have considerable liaison and negotiation ability to work with sponsors and clients in relation to complex, sensitive or difficult matters.

You will be a member of the Leadership Team, assisting in developing and implementing the strategic directions and policies for the agency and reviewing legislation and policy impacting guardianship services and the functions.

Primary Responsibilities and Duties

- Supervise workers in Prince Rupert, Terrace and each community. Travel between each office and community regularly and as needed.
- Collaborate in the planning, developing, and maintaining NIFCS's strategic directions and change management and problem resolution.
- Provide high-level leadership in the planning, development, implementation and improvement of the guardianship services ensuring delivery of a high-quality service within defined timeframes and in compliance with legislation.
- Lead the guardianship team as a whole and manage staff individually and collectively.
- Provide support and guidance to guardians in relation to their role at hearings and about other court-related matters.
- Initiate and undertake policy development, review legislation and policies impacting represented persons, and develop guardianship services strategies.
- Manage complaints concerning the Guardianship and Resources Program.
- As required, undertake a small caseload of complex guardianship decision-making.
- Work to improve communication and model integrity and respect in all interactions.
- Operate within NIFCS policies and procedures and ensure effective transparency and accountability of all program activity.
- Operate within the chain of command to coordinate activities required to meet the department's strategic objectives.
- Work collaboratively to achieve common goals and best practices and facilitate service improvements as appropriate.
- Facilitate cultural and management reforms within the department through leadership and engagement.
- Represent the department's interest on committees and working groups as required.
- Perform other duties within the scope of the position as required in accordance with strategic objectives, service needs, local workload priorities and performance management plans.

Basic Qualifications

- The successful candidate must be fully COVID vaccinated and remain in full compliance with all public health orders and NIFCS policies throughout their employment.
- 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.

Education / Work Experience

- Master's degree or Bachelor's degree in Social Work, Child and Youth Care or a related degree, or equivalent combination of education and 5 years First Nation/Aboriginal child welfare experience.
- Preference will be given to an applicant who has completed Delegation Training according to the CFCSA within the last two years.
- Thorough understanding and knowledge of the Child, Family and Community Service Act, Adoption Act, and other related legislation and policies.
- Have a strong understanding and knowledge of the history of Aboriginal people within Canada and the resultant child welfare issues.
- Awareness of resources available to urban Aboriginal clients and knowledge of the referral process.
- Ability to work with clients from a trauma-informed practice place and promote healing opportunities for children and families. Well-developed interpersonal counselling and assessment skills.
- Demonstrated ability to ensure effective caseload management, including distributing work according to needs and available resources and meeting benchmarks.
- Excellent written and verbal communication skills; excellent time and general management skills;
- Excellent computer skills including Word, Internet Explorer, Windows and Outlook;
- Demonstrated experience in leading and managing staff and facilitating their effective development.
- High-level knowledge of personal, treatment and lifestyle management issues as they affect people with decision-making disabilities.
- High-level proven analytical and research skills, including interpreting and applying relevant legislation and leading the formulation and review of policy and legislation.
- Possess a relevant tertiary qualification within social or behavioural sciences, legal disciplines and/or equivalent knowledge, skills and years of experience.

Working Conditions

- Travel in this position is required (Prince Rupert, Terrace, clients' residences, communities, foster care homes and other locations as necessary), and there is a potential for violence.
- The usual work hours in this position will be from 8:30 to 4:30, Monday to Friday, five (5) days a week.

Compensation & Benefits

- This is a Bargaining Unit position and is open to all gender.
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.
- The wages are paid in accordance with the current collective agreement. Your rate of pay will be \$43.5484 - 49.7654 per hour depending on experience and qualification (Grid 30).

Submission Deadline:

- January 28, 2022.
- We invite all interested parties to apply by emailing your cover letter and resume to the Human Resources department in the strictest confidence at hr@nifcs.org.