



Full-time Position, Resource Social 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 Resource Social Worker in Prince Rupert, British Columbia.

Position Summary: Reporting to the Team Leader, this position is primarily responsible for recruiting, developing and maintaining a range of resources to place Children in Care, including Family Care Homes, Safe Homes, Relatives of CIC, and Specialized Resources such as Group Homes and Treatment Homes. The position monitors services provided, supports the resource providers, and liaisons with staff in providing child protection services. The goal of this service is to provide the most appropriate placement to meet the needs of the child in care. The position incumbent also provides genealogy services to the agency, specifically; researching family connections and producing genealogy records for each CIC for use in determining the most appropriate family placement.

Primary Responsibilities and Duties

1. Coordinates the placement of children-in-care into appropriate resources by:
 - Searching out and coordinating placements for children being discharged from a resource, and coordinating out-of-region placements if required.
2. Facilitates the provision of family care resources and extended family resources for children-in-care by:
 - Recruiting, orienting, studying, recommending for approval, and training caregivers.
 - Monitoring and provision of service and supporting caregivers.
 - Coordinating the negotiation of special foster home rates, as required.
 - Liaising with local foster parent associations and regional councils to resolve issues and provide information of mutual interest.
 - Uses and develops genealogies for each child in care to ensure extended family placements are researched and given preference.
3. Recruits and develops contracted resources by:
 - Consulting with line social workers and supervisors to identify resource development needs.
 - Assisting the contract negotiator in defining the best way to meet identified needs.
 - Recruiting and screening potential caregivers.
 - Providing background information to the negotiator to aid in contract negotiation.
 - Assisting negotiator to draw up specific schedules and/or addenda, which clearly define service to be provided, based on client needs, to be included in the contract.
 - Interpreting and explaining the contractor relationship to service and providers and Agency staff and maintaining that relationship in all dealings with service providers.
 - Reviewing and understanding the contract negotiated and interpreting the same as required.

4. Monitors the provision of services by:
 - Evaluating the resource to ensure the program is being provided as outlined in the contract.
 - Setting overall goals with the resource for ongoing service delivery.
 - Ensuring the review and revision of individual client goals is completed by involving the client's social welfare.
 - Coordinating all admissions, discharges, and attending related meetings.
 - Providing ongoing feedback to the resource regarding quality of service.
 - Providing information to the negotiator to assist in contract renewal and whether service is acceptable as is or should be changed or terminated.
 - Maintaining up to date records and statistics on referrals and occupancy.

5. Supports foster homes and contracted resource providers by:
 - Interpreting Agency policy and requirements to service providers in a positive manner.
 - Representing the needs of service providers to Agency staff in a positive manner.
 - Acting to resolve problems between service providers and Agency staff.
 - Ensuring that requirements for the use of resources are classified, understood and met.

6. Investigates allegations of child abuse and neglect in NIFCS child welfare resources.

7. Performs other related duties such as:
 - Exercising spending authority as appropriate, i.e., approving homemakers for foster homes.
 - Carrying out special projects as required.

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

Education/Work Experience/Abilities

- Bachelor of Social Work (BSW) Degree, plus Basic Training; or
- Bachelor's degree in human related Human Services field, plus s d e g r e e i n related Human Services field, plus Basic Training; or
- A recognized Diploma in the Human Services field, plus 3 years of experience in Child and Family Services.
- Knowledge of Aboriginal values, urban Aboriginal/First Nations communities and organizations.
- 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.
- In addition to the specific knowledge and responsibilities required of a resource social worker, you are expected to have a working knowledge of all matters respecting family and child services as well as an acquaintance with all Agency programs and other relevant acts and regulations (Child Protection, Child-in-Care Guardianship, Adoption and other community agencies).
- Well-developed interpersonal counselling and assessment skills.
- Excellent written and verbal communication skills; excellent time and general management skills.
- Excellent computer skills including Word, Internet Explorer, Windows and Outlook.
- Travel in this position is required (to clients' residences, communities, foster care homes and other locations as necessary) and as such, there is a potential for violence.

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 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