



SURROUNDED BY CEDAR CHILD & FAMILY SERVICES

Employment Opportunity

GUARDIANSHIP & PERMANENCY PLANNING SOCIAL WORKER FOR MÉTIS CHILDREN, YOUTH AND YOUNG ADULTS (2 Positions)

JOB TITLE:	Guardianship & Permanency Planning Social Worker	JOB STATUS:	Permanent, Full Time
DEPARTMENT:	Guardianship Program	REPORTS TO:	Team Leader, Guardianship

Located on the traditional territories of the Lkwungen people, Surrounded by Cedar Child & Family Services (SCCFS) strives to provide child and family services strongly rooted in Indigenous cultural values and world views while ensuring urban Indigenous children and youth grow up connected to family, community and culture. As an urban Delegated Agency, SCCFS supports the empowerment of the urban Indigenous community to continue the reclamation of traditional systems of caring for and protecting children so no child or youth will be placed into care.

Surrounded by Cedar receives its delegation through the Provincial Director of Child Welfare, who gives the agency the authority to undertake administration of parts of the *Child, Family and Community Service Act (CFCSA)*. Under its current delegation agreement, Surrounded by Cedar can administer C4 services (Guardianship).

SCCFS strives to be a culturally safe employer, with a keen focus on Indigenous recruitment and retention. While working at the agency, employees will be involved in various cultural knowledge sharing opportunities, activities and ceremonies, while being actively engaged in urban Indigenous community events.

Purpose:

The Guardianship & Permanency Planning Social Worker for Métis children, youth, families and young adults will honour a special relationship between SCCFS, Island Métis Family & Community Services Society (IMFCSS), and the Métis Nation of British Columbia (MNBC). This position will work specifically with Métis children, youth, families and young adults, spending 50% of their time working at the IMFCSS office.

***SPECIAL NOTE*: At the time IMFCSS receives its delegation through the Provincial Director of Child Welfare, these two (2) positions, along with the assigned caseloads, will transfer to IMFCSS and the two (2) Social Workers will become full-time, permanent employee of IMFCSS.**

As legal guardian to urban Indigenous children and youth in the Continuing Care of the Director of Child Welfare, the Guardianship & Permanency Planning Social Worker carries out various responsibilities under the CFCSA and the Aboriginal Operational Practice Standards & Indicators (AOPSI), while establishing appropriate permanency plans in a timely manner. The Guardianship & Permanency Planning Social Worker also provides support to youth accessing the Youth Agreements program as well as young adults accessing the Agreements with Young Adults Program.

Additionally, the Guardianship & Permanency Planning Social Worker strives to provide child welfare services that are strongly rooted in cultural values and beliefs, focusing on nurturing the cultural and spiritual identities of urban Indigenous children and youth in Continuing Care.

Key Duties and Responsibilities:

Under the direction of the Team Leader and in accordance with legislation, policy and standards, the Guardianship & Permanency Planning Social Worker will act as legal guardian to children and youth in the Continuing Care of the Director, will support youth on Youth Agreements and young adults accessing the Agreements with Young Adults Program and will:

- Ensure that the child/youth is aware of his/her/their rights under s.70 of the *CFCSA*.
- Using a holistic and collaborative approach, plan for each child and youth's individual needs, while setting achievable goals that can be monitored for completion.
- Advocate for the child/youth's needs.
- Involve birth parents and extended family in planning where it is appropriate to do so.
- Liaise with the child/youth's Indigenous community to ensure they have been included in all aspects of planning for the child/youth's care.
- Ensure that culturally appropriate and specific Care Plans are developed and implemented for every urban Indigenous child/youth in the continuing care of Surrounded by Cedar.
- Develop Care Plans with a primary focus on permanency for the child/youth in care (e.g. Transfer of Custody, Adoption, cancellations of the CCO).
- Ensure that documentation and file recordings are accurate and complete according to standards and Agency policy.



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- Work collaboratively with all members of the child/youth's team to ensure that the child/youth's needs are being met.
- Ensure there is the opportunity and means to reconnect urban Indigenous children/youth to their families, communities and cultures as appropriate.
- Provide on-going support and guidance to the child/youth for the duration his/her time in care, taking into consideration the child/youth's views and best interests as outlined in legislation.
- Prepare the child/youth for permanency or placement transitions and assist youth in care to transition out of care at the age of 19.
- Enter into and monitor agreements with youth and/or young adults through the Youth Agreements (YAG) and/or Agreements with Young Adults (AYA) Program.

Knowledge, Skills and Abilities:

- Strong understanding of the history of colonization and the resultant child welfare issues.
- Thorough understanding of the *Child, Family and Community Services Act*, and the *Aboriginal Operational Practice Standards and Indicators (AOPSI)*.
- Demonstrated respect for and willingness to learn about cultural protocols, teachings and ways of life relating to Indigenous peoples throughout Canada, and specifically Métis peoples.
- Awareness of resources available to urban Indigenous clients and how to access them.
- Demonstrated ability to work in a respectful and collaborative way with team members, community Elders, children/youth, extended family members, Nations, the Métis community, caregivers, and various agencies within the community.
- Ability to work with clients, birth family members and community members from a trauma informed practice approach and promote healing opportunities for children and families.
- Working knowledge of the ICM and MIS systems.
- Excellent written and verbal communication skills.
- Excellent time and general management skills.
- Excellent computer skills including Word, Internet Explorer, Windows and Outlook.
- Demonstrated ability to work well under pressure in a fast-paced, high-stress work environment where work priorities change frequently.

Qualifications:

- Master's degree or Bachelor's degree in Social Work, Child and Youth Care or a related degree, or equivalent combination of education and 2 - 5 years Indigenous child welfare experience.
- Preference may be given to applicants who have received delegation training within the Province of British Columbia.
- Preference may be given to applicants that currently hold C4 Delegation (or have within the last 2 years).
- Must be willing to work from different locations, including the SCCFS and IMCFSS offices.
- Must be available to work Monday to Friday between the hours of 8:30 a.m. and 4:30 p.m.
- Must be willing to travel and may be required to work some evenings and weekends.
- Must have valid Driver's License, a safe reliable vehicle, and provide a favourable driver's abstract.
- Must complete a successful Criminal Record check.

Salary (Growth Progression): \$50,926.05 - \$72,937.86 annually, dependent upon experience

Preference will be given to applicants who self-identify as Indigenous as per Section 41 of the Human Rights Code.

Your resume and cover letter which outline how you meet each of the qualifications required for this position can be submitted to the attention of:

Maren Gray, Executive Assistant
Surrounded by Cedar Child and Family Services
#211-1497 Admirals Road Victoria, BC V9A 2P8
Email: maren@sccfs.com Fax: (250) 383-2509

Only those selected for interviews will be contacted.
Closing Date: **WEDNESDAY, OCTOBER 23, 2019**

An eligibility list may be established.