Permanency Planning Coordinator

Job: Full-time or Part-time 1 year term
Hours of Work: 8:30 - 4:30 Monday to Friday
Closing: Open until position is filled
Union Position: Delegated

- Use your child welfare expertise to make a lasting difference in Vancouver's Aboriginal community!
- Receive competitive salary of $51,368.79 to $67,894.79 PLUS a comprehensive benefits package!
- Take on a challenging role that provides membership in the Public Service Pension Plan!

PURPOSE OF POSITION

Reporting to the Guardianship Manager, the Permanency Planning Coordinator is responsible for providing specialized support to the Team leaders and social workers as it relates to the various legal options to achieving permanency for Children and Youth in VACFSS care. This will include but not limited to identifying the children whose permanency plan does not include a rescindment order for a parent where permanency may include transfer of guardianship other than to a parent, transfer to an Aboriginal Agency and or an Agency to ensure continuity with extended family and cultural community, and where adoption to either a long term placement or adoptive family has been approved by the First Nations Community. The Coordinator will provide mentoring and training of permanency practice within the Guardianship Program at VACFSS and with external partners.

The Coordinator promotes practice that is grounded in the VACFSS permanency planning framework, where permanency is grounded in the significant relationships in the child’s life generated by continuing positive contact with the biological parent, extended family and caregivers as defined within VACFSS’ Inclusive foster care framework. Permanency for children is assessed based on the following four quadrants: relational, physical, cultural and legal.

Clinical Consultation: Upon request of the manager or supervisor provides clinical consultation to Guardianship workers, supervisors and managers regarding permanency planning. Reviews referred cases and provide an opinion as to the most appropriate approach to achieving permanency in accordance with VACFSS framework; and under the CFCSA Act, Family Law Act and/or Adoption Act. Provides consultation around the steps specific to the identified permanency plan (rescindment, 54.1, custom adoption, adoption).

Training/ Mentoring and Coaching: Provides training/mentorship of Guardianship staff and community partners in the areas of permanency for Aboriginal children. Develops and facilitates practice forums. Assesses the participants individual learning needs and selects the most effective learning strategies and experiences.

Case practice: Supports permanency planning for a small caseload of children in care in a way that is grounded in a restorative approach and in relationship with members of the child’s circle, family, community and culture.

Research: Conducts research on an ongoing basis on a variety of topics relating to permanency and Aboriginal children. Monitors trends in permanency and guardianship, gathers statistics, analyzes information and provides reports to management. Gathers and compiles program statistics and reports to manager and supervisors.

Case Conferencing: As requested by the manager or supervisor coordinates and facilitates case conferencing for the Guardianship Program. Carries out case review as requested by manager.
**Liaison:** Under the direction and upon request of the Manager, act as the liaison between VACFSS other agencies and other special interest groups in local areas. Conducts public speaking engagements to enhance the profile of VACFSS within the community in the context of permanency. Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance the delivery of services to Aboriginal children and families seeking services.

**Coaching:** Provide clinical guidance, administrative compliance for legal requirements associated to the various paths of permanency and mentorship to assist social workers to develop their skills related to permanency practice. Performance Planning & Review: (Seeks improved individual and organizational performance and results.) Manages Own performance based on external feedback and self-assessment. Mentoring: Helps others learn by setting a positive example.

**Aboriginal Cultural Expression:** Demonstrates knowledge of aboriginal culture in all activities relating to VACFSS. Reaffirms the cultural context of Aboriginal people and rights when carrying out duties and responsibilities as a VACFSS employee.

**Client Focus:** Develops organizational actions, values and services that focus on client needs. Gives clients and other agency personnel best efforts to ensure client and community satisfaction.

**Resource Management:** Works effectively and efficiently within financial, human and physical resources. Work Management (Manages multiple tasks and priorities for maximum personal and organizational success.) Uses time and resources productively to complete projects that are thorough, within diary dates and meet the require standard.

**Leadership:** Influencing, with integrity, others toward a desired direction to achieve the organization’s mission goals, and fostering organizational values. Goal Achievement (Motivates and influences people toward the achievement of goals.) Has a clear sense of work/career goals. Fostering Values (Demonstrates and promotes organizational values.) Treats everyone and with respect and dignity to maintain a positive work environment. Planned Change (Facilitates planned organizational change) Supports planned organizational change by providing input in a constructive fashion.

**Problem Solving & Decision Making:** Analyzing and developing appropriate solutions to problems evaluating a course of actions reaching logical decisions. Problem Solving: Identifies problems, conducts background research, and provides recommendations. Decision Making: Quickly draws conclusions based on available information and initiates action promptly.

**Communication:** Clearly communicates orally and in writing. Communicates clearly, concisely and logically. Oral Communication: Communicates clearly, concisely and logically. Written Communication: Writes in a complete, clear and concise manner.

**Position Specific Knowledge:** Demonstrates practical knowledge of permanency options under the Child, Family and Community Services Act (including rescindment and transfer of custody), Family Law Act, and Adoptions Act. Demonstrates an Aboriginal world view in understanding the experiences of Aboriginal children in care and planning for permanency. Demonstrates an ability to be in relationship with the circle that surrounds the child, their family, and community while developing permanency plans.

**Flexibility:** Demonstrates the ability to modify behavioural style, to adjust to changing social values and to adapt to changing work responsibilities and methods. Modifies personal life to adapt to variable working and extended work days as well as scheduled and non-scheduled callouts within the parameters of the Collective Agreement.

**Stress Tolerance:** Demonstrates an ability to maintain composure and performance while under stress or pressure. Manages personal stress by utilizing various appropriate coping skills.
Interpersonal Skills: Maintains composure and effectively deals with others. Is patient and shows interest in others. Is easy to be around and is approachable. People feel appreciated and in touch with the person. Others turn to this individual for advice and support.

Effective Presentation Skills: Demonstrates a strong ability to develop curriculum, write lesson plans and deliver presentations and training to all sizes of groups, classes and audiences.

QUALIFICATIONS

Education, Training and Experience:
- Master of Social Work (MSW) or Bachelor of Social Work (BSW); with
- A minimum of 5 years working in the area of Guardianship services to Aboriginal children and youth; and
- Adoption and Guardianship Delegation training

Job Skills and Abilities:
- Good understanding of the Child, Family and Community Services Act.
- Familiarity with and experience with First Nations communities.
- Must be knowledgeable of the legal options related to permanency planning for children and youth in care.
- Experience in developing training content and delivering presentations to groups.
- Ability to work with clients in a respectful and culturally-sensitive manner.
- Good written and verbal communication skills.
- Aware of extended family practices within Aboriginal communities.
- Strong interpersonal, organizational, and communication skills.
- Valid driver’s license and reliable vehicle.
- Computer skills for Microsoft Word and Outlook.

ABOUT THE BENEFITS:

In exchange for your contributions to VACFSS, you will receive a competitive salary of $51,368.79 to $67,894.79 and a comprehensive benefits package, including:
- Medical, extended health, and dental
- Group life
- 100% employer-paid premiums
- 3 weeks of vacation
- Eligible for the VACFSS flex program after passing probation
- Membership in the Public Service Pension Plan

APPLICATION PROCESS:

Interested applicants may apply at www.vacfss.com or by using the following link: http://www.jotform.com/form/3082541217.

Preference may be given to qualified Aboriginal candidates per Section 41 of the Human Rights Code.