



VANCOUVER ABORIGINAL CHILD & FAMILY SERVICES SOCIETY

JOB POSTING

CHILD PROTECTION SOCIAL WORKERS

Status:	Permanent full-time – 3 positions
Hours of Work:	8:30 - 4:30 Monday to Friday
Closing:	Open until positions are filled
Union Position:	Delegated
Location:	471 East Broadway, Vancouver BC

- Use your child welfare expertise to make a lasting difference in Vancouver's Aboriginal community!
- Receive a competitive salary of **\$53,339.83 to \$70,367.02** PLUS a comprehensive benefits package!
- Take on a challenging role that provides membership in the Public Service Pension Plan!

At VACFSS, we ensure that the rights, safety, well-being and spirit of Aboriginal children and families are upheld, honoured and protected. We strive to eliminate oppression, discrimination and marginalization within our community. We acknowledge and honour the inherent wisdom, capacity and resourcefulness of our community in designing programs and services to care for our own children and families. Accordingly, we are dedicated to planning, developing, and implementing creative and innovative Aboriginal programs and services in collaboration with members of our community and other agencies.

PURPOSE OF POSITION

The objective of the Child Protection Program is to ensure the safety and well-being of children and to work towards the preservation of families. The Child Protection Program provides a continuum of services, from preventive programs which support and maintain families, to services that ensure permanency for children in care.

FUNCTIONS

Investigates complaints of child abuse/neglect by:

- ◇ Interviewing clients, referring clients to VACFSS programs and other services, observing home and family interactions, and involving appropriate agencies in the investigation process.
- ◇ Establishing and evaluating risk indicators to determine if child is in need of protection.
- ◇ Validating complaint or perception of problem.
- ◇ Deciding or recommending a plan of action consistent with the degree of risk (may include the removal of the child).
- ◇ Dealing effectively with a range of feelings amongst the affected parties.

Formulates and implements service plan by:

- ◇ Identifying client needs and problems.
- ◇ Establishing specific long and short term goals for service and prioritizing.
- ◇ Negotiating a process for achieving goals (strategies, scheduling, session required, time frames, involvement of extended family and other agencies, etc.).
- ◇ Recording service plan and file.
- ◇ Developing and formalizing a contract with clients and other resources.

Ensures ongoing management of cases by:

- ◇ Monitoring and evaluating progress towards established goals.



JOB POSTING

- ◇ Coordinating services and responsibilities of other workers.
- ◇ Re-negotiating or terminating contract if necessary.
- ◇ Advising clients of availability of further services.
- ◇ Making referrals to other agencies as appropriate.

Prepares documents for court by:

- ◇ Ensuring accuracy, completion and proper filing of documents.
- ◇ Ensuring legislative requirements and timelines for serving notice are met.

Prepares clients for court by:

- ◇ Explaining expected court behaviour and appearance, and the expected purpose, intention and possible outcome of each court appearance.
- ◇ Ensuring client has access to legal counsel.
- ◇ Informing clients of other witnesses who will be called.
- ◇ Explaining to children the necessity and implications of court.

Prepares and presents evidence for Family Court by:

- ◇ Analyzing case information to determine admissible evidence and strategizing on how to present evidence without resorting to hearsay or opinion.
- ◇ Instructing counsel regarding type of court order sought and rationale for request.
- ◇ Implementing counsel's advice in hearing preparation.
- ◇ Negotiating times and witnesses for hearing and presenting.
- ◇ Liaising with officers of the court.
- ◇ Talking to the other party's counsel when appropriate.
- ◇ Presenting testimony in a coherent, understandable and accurate manner.

Provides service to each child admitted to the care and custody of VACFSS by:

- ◇ Explaining to the child why they are in care and involving them in ongoing planning wherever possible.
- ◇ Responding to a child's emotional needs and recognizing their need for the support of extended family, etc.
- ◇ Visiting regularly with those responsible for parenting to provide support.
- ◇ Maintaining the involvement of the parent, extended family, community, Band and Nation where possible.
- ◇ Ensuring parents receive assistance in increasing parenting skills if a child is to be returned.
- ◇ Developing a Permanency Plan for the child or youth.

Fulfils responsibilities of legal guardian by:

- ◇ Providing statutory services to feed, clothe, and house the child.
- ◇ Providing opportunities for the child's cultural, social, physical, intellectual and spiritual development.
- ◇ Ensuring documentation is complete and up-to-date.
- ◇ Attending court or arranging for legal service as required.
- ◇ Identifying child's specific needs and developing a plan to address them.



JOB POSTING

Prepares youth for independence by:

- ◇ Ensuring life skills are learned through appropriate placement and support of placement.
- ◇ Maintaining relevant file and providing relevant information to child.

QUALIFICATIONS

Education, Training and Experience:

- ◇ Master of Social Work (MSW) or a Master's degree in a related human services field; or
 - ◇ Bachelor of Social Work (BSW); or
 - ◇ Bachelor of Arts degree or a degree in a related human services field plus 3 years recent related experience;
 - ◇ Delegation training (to be provided)
- ◇ ***Preference will be given to candidates that already have full or partial delegation***

Job Skills and Abilities:

- ◇ Good understanding of the Child, Family and Community Services Act.
- ◇ Awareness of resources available to Aboriginal clients, and knowledge of the referral process.
- ◇ Ability to work effectively and cooperatively with team members, other VACFSS colleagues, and personnel of other agencies in the community.
- ◇ Ability to work with clients in a respectful and culturally-sensitive manner.
- ◇ Well-developed interpersonal counseling and assessment skills.
- ◇ Good written and verbal communication skills.
- ◇ Ability to investigate complex family situations and assess risk.
- ◇ Aware of extended family practices within Aboriginal communities.
- ◇ Strong interpersonal, organizational, and communication skills.
- ◇ Valid class 5 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 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:
<https://vacfss.wufoo.eu/forms/r1dbtk6v16t2lzf/>.

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