



JOB POSTING

Family Preservation Counselor

Job: Full-time 1 year term
Hours of Work: 8:30 - 4:30 Monday to Friday
Closing: Open until position is filled
Union Position: Delegated Social Program Officer Grid 19 – Grid 24
Location: 745 Clark Drive, Vancouver BC

- Use your child welfare expertise to make a lasting difference in Vancouver's Aboriginal community!
- Receive competitive salary of **\$53,339.86 to \$70,367.09** 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 Family Preservation Counselor will support the family by providing teaching, mentoring, and resources to assist them to effectively manage the challenges they are facing and prevent escalation of them. The Family Preservation Counselor will ensure that the family understands the issues identified by the referring social worker and will also explain the process to deal with these issues. The Family Preservation Counselor will ensure that a support system is in place for families and children deemed to be "at risk"

The Family Preservation Counselor will offer emergency in home crisis-oriented support to families, assess and evaluate family functioning, make referrals to community resources, and report concerns to the referring social worker as required. They must have an ability to diffuse difficult situations where an extreme emergency is in progress. This position functions under the mandate of the Vancouver Aboriginal Child & Family Services Society.

KEY DUTIES AND RESPONSIBILITIES:

Reports to supervisor on a regular basis by:

- ◇ Consulting with supervisor on caseload and on progress in working with families.
- ◇ Consulting with supervisor on program evaluation needs.
- ◇ Engaging with supervisor at weekly case management and meetings.

Provision of direct service to clients including counseling and access to concrete services such as child care, and availability of crisis intervention by:

- ◇ Observing family interaction in the home for a significant amount of time to accurately assess situation.
- ◇ Providing therapeutic services including skills building, behavioral intervention, motivational interviewing, relapse prevention, and other cognitive strategies.
- ◇ Developing and presenting teaching strategies that will model appropriate behaviors, role playing, and rehearsing newly acquired skills.
- ◇ Being available to provide a variety of services to the family from counseling to job training and house management/cleaning.
- ◇ Participating in ongoing communication with children, families, caregivers and relevant external agencies for assigned caseload.
- ◇ Meet with families on a weekly basis or as otherwise agreed upon with supervisor.

Provides and prepares all professional participants to ensure clarity of roles by:

- ◇ Providing information and referrals to other community service providers, resources and professionals as deemed necessary.



JOB POSTING

- ◇ Responsible for regularly contacting Social Workers assigned to the case and ensures that all relevant information concerning risk and safety concerns involving client and family are met.
- ◇ To work with a professional team and liaise with colleagues and other professionals.

Develops an analysis and plan of action by:

- ◇ Meeting with families in their homes or communities to identify conference participants and to clarify confidentiality and potential safety issues.
- ◇ Ensures that the views of the child / and or children are always heard.
- ◇ Develops an analysis and plan of action around issues of resistance or reluctance.
- ◇ Works to explain the goals and effectiveness of their participation in the process.
- ◇ Where the participants cannot agree on the Family Plan, the Counselor will refer the matter to the referring social worker with an explanation of the reasons for failing to reach an agreement.
- ◇ Establish an atmosphere of safety and respect that supports the strengths and integrity of the family group.
- ◇ Involve the family members to establish guidelines about how they would like the discussions to happen.

Maintains case files by:

- ◇ Ensuring file documentation and reports are up to date
- ◇ Ensures that any changes made to the Family Plan are well documented.
- ◇ Prepare and provide information on assessments, progress reports, completing caseload statistics for client files and providing this information to the Supervisor on a regular basis.
- ◇ Follows up with the Social Worker to ensure that the Family Plan has been completed, signed off and a copy provided to the family and appropriate staff.

Planning and support by:

- ◇ Interviewing the client and family.
- ◇ Remaining neutral regarding the views of the participants while maintaining the principle that the protection of the children is paramount; adjourning the conference at the request of the participants for any reason where it is in the best interest of the child/children.
- ◇ Assessing the problem and preparing family histories.
- ◇ Outlines the basic structure of the organization to the client and family.
- ◇ Contacts the clients and families to assess the willingness to participate in programs.

Provides Community Liaison and Advocacy by:

- ◇ Consulting with, advocating for, and coordinating client services with other agencies, professionals and systems.
- ◇ Refer, as needed to other programs, services and resources.
- ◇ Participate, as requested, in liaising and networking around issues pertaining to counseling and /or support of "at risk" families.
- ◇ Respond to requests from the community and from other professionals for information and presentations about the program and various issues that families face.

Provides Cultural connection to families by:

- ◇ Connecting families to cultural supports in the community.
- ◇ Supporting families in connecting to their Aboriginal heritage.
- ◇ Knowledge of issues affecting Aboriginal people in Canada.
- ◇ A willingness to engage in Aboriginal culture and teachings.



JOB POSTING

QUALIFICATIONS

Education, Training and Experience:

Required:

- ◇ Bachelor of Social Work degree, Masters of Social Work degree, or equivalent in education (BA) and 3 years of related experience

Job Skills and Abilities:

- ◇ Must have excellent oral and written communication skills.
- ◇ Tact, sound judgment, good skills in handling complex interviews
- ◇ Ability to obtain confidence of children and families.
- ◇ Ability to respond to crisis situations.
- ◇ Ability to work flexibly.
- ◇ Knowledge of existing community services and resources
- ◇ Ability to function independently and frequently under pressure.
- ◇ Ability to work collaboratively on a team and with other professionals.
- ◇ Maintain up to date and detailed case management files, recording information including all required forms and documentation.
- ◇ Must have excellent facilitation, problem-solving and conflict resolution skills.
- ◇ Cultural competency in working with a variety of First Nations families.
- ◇ Must have thorough understanding of the function of Family Preservation, Guardianship program, Resource program, and the Child Protection program.
- ◇ Computer skills for Microsoft Word, Outlook and the Internet.
- ◇ Knowledge and understanding of the history of Aboriginal people in Canada, residential school, colonialism, and historical child welfare practices.
- ◇ Valid class 5 driver's license and reliable vehicle.

APPLICATION PROCESS:

Interested applicants may apply by clicking [here](#) or on the "Apply Now Online" link on our Employment Opportunities webpage. Please complete the form and attach your cover letter and resume. We thank all candidates for their interest; however only those selected for an interview will be contacted.

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