



JOB POSTING

Resources Social Worker

Status: Permanent full-time
Hours of Work: 8:30 - 4:30 Monday to Friday
Closing: Open until positions are filled
Union Position: Delegated; Grid 19 – Grid 24
Location: 3284 Broadway, Vancouver BC

- Use your child welfare expertise to make a lasting difference in Vancouver's Aboriginal community!
- Receive a competitive salary of **\$53,339.86 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 THE POSITION

The Resources Worker is primarily responsible for recruiting, developing and maintaining a range of resources in which to place Children in Care: Foster Homes, Group Homes, Specialized Residential Resources such as Emergency Assessment and Treatment Homes/Centres. The position monitors services provided, supports the resource providers. The goal of this service is to provide the most appropriate placement to meet the needs of the child in care. Conducting home studies and making recommendations for approval, and liaising with non-residential contract resources, may be required of some positions.

KEY DUTIES AND RESPONSIBILITIES:

Appropriate Resources:

- ◇ Receiving requests from district office social workers for placement of children being brought into care on an emergency and planned basis.
- ◇ Searching out and coordinating placements for children.
- ◇ Coordinating out-of-region placements if required. Develop permanent plans for children in the child's best interest.

Liaises with Social Workers regarding placements of children in care by:

- ◇ Attending social work meetings on a regular basis to discuss and report on specific placement issues and general outstanding resource issues
- ◇ Acting as information focal point for children needing placement and/or service and transferring information to the appropriate resource worker
- ◇ Providing ongoing evaluation and assessment of caregivers.

Facilitates the provision of foster home resources by children-in-care by:

- ◇ Recruiting, orienting, studying, recommending for approval and training foster parents.
- ◇ Monitoring and provision of services and supporting foster parents.
- ◇ 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.
- ◇ May be assigned to negotiate foster care agreements.

Recruits and develops contracted resources by:

- ◇ Consulting with line child welfare 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 care givers



JOB POSTING

- ◇ Assisting negotiator to draw up specific schedules and/or agenda 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 providers and VACFSS staff and maintaining that relationship in all dealings with service providers
- ◇ Reviewing and understanding the contract negotiated, and interpreting same as required.

Monitors the provision of service by:

- ◇ Evaluating the resource to ensure program is being provided as outlined in the contract.
- ◇ Setting overall goals with the resource for ongoing service delivery.
- ◇ Ensuring that review and revision of individual client goals is completed by involving the client's child welfare worker.
- ◇ Coordinating all admissions and 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, as to whether service is acceptable.
- ◇ Maintaining up-to-date records and statistics on resource referrals and occupancy.

Supports foster homes and contracted resource providers by:

- ◇ Interpreting society policy and requirements to service providers in a positive manner.
- ◇ Representing the needs of service providers to VACFSS staff in a positive manner.
- ◇ Acting to resolve problems between service providers and VACFSS staff.

QUALIFICATIONS

Education, Training and Experience:

- ◇ Master of Social Work (MSW) or a Masters degree in a related human services field; or
- ◇ Bachelor of Social Work (BSW); or
- ◇ Bachelor of Arts degree in a related human services field with 3 years of experience;
- ◇ Delegation training (to be provided).

Job Skills and Abilities:

- ◇ Thorough knowledge of the Child, Family and Community Services Act.
- ◇ Have a strong understanding of Aboriginal Child Welfare, and of situating children and families in the context of colonization.
- ◇ 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 from a trauma informed practice place, and promote healing opportunities for children and families.
- ◇ Well-developed interpersonal counseling and assessment skills.
- ◇ Good written and verbal communication skills.
- ◇ Ability to investigate complex family situations and assess risk.
- ◇ Valid driver's license and reliable vehicle.
- ◇ Computer skills for Microsoft Word and Outlook.



VANCOUVER ABORIGINAL CHILD & FAMILY SERVICES SOCIETY

JOB POSTING

APPLICATION PROCESS:

Interested applicants may apply on the website www.vacfss.com 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.

Application will be accepted from Aboriginal candidates only per Section 41 of the Human Rights Code.