



JOB POSTING

Family Preservation Counsellor

Job: Regular Full-time
Hours of Work: 8:30 - 4:30 Monday to Friday
Closing: Open until position is filled
Union Position: Delegated Program, Grid 19-24, BCGEU
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 **\$55,369.45 - \$72,937.86** 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

Reporting to a Family Preservation Clinical Supervisor, the Family Preservation Counsellor (FPC) provides individual family preservation and reunification services as well as associated services to children, youth and families in the family home, community or at VACFSS.

The FPC receives referrals from VACFSS's Child Protection or Guardianship programs. The FPC will work in partnership with the referring social worker and the child's immediate and extended family to identify and build on strengths so that risks to child safety and wellbeing can be reduced and/or eliminated. This is enacted through practice by: (1) Gathering the Circle; (2) Listening, Assessing and Finding Solutions; (3) Creating Security, Belonging and Well-being; and (4) Keeping the Circle Strong.

The FPC will provide an intensive array of services over a short term either directly or through referrals to contractors or community partners to assist families in building upon their strengths and enhancing family functioning. The FPC in consultation with their Supervisor will also assist with therapeutic access or visit supervision, support families during court proceedings, and ensure case documentation is maintained accurately, fully and in a timely manner.

The FPC will understand the importance of culture in healing for children, youth and families and will help guide connection to culture or spiritual expression with bands or nations. The FPC will be able to work closely with community, VACFSS' Family Support Elders, Knowledge Keepers, and others where appropriate to help families participate in culture and ceremony and gain connections to community.

The work of the FPC is guided by the values of belonging, respect, strengths-based practice, integrity and humility. It is conducted in accordance with practice standards, delegation, legislation, and VACFSS's philosophy of service delivery, in pursuit of a balanced and harmonious Aboriginal community.

KEY DUTIES AND RESPONSIBILITIES:

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.



JOB POSTING

- ◇ 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.
- ◇ 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.



JOB POSTING

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.

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.