



# VANCOUVER ABORIGINAL CHILD & FAMILY SERVICES SOCIETY

## JOB POSTING

### Guardianship Social Worker

<b>Status:</b>	<b>Regular Full-time</b>
<b>Hours of Work:</b>	<b>8:30 - 4:30 Monday to Friday</b>
<b>Closing:</b>	<b>Open until position is filled</b>
<b>Union Position:</b>	<b>Delegated Program, Grid 19-24, BCGEU</b>
<b>Location:</b>	<b>3284 East Broadway, Vancouver BC</b>

- Use your child welfare expertise to make a lasting difference in Vancouver's Aboriginal community!
- Receive a competitive salary of **\$55,396.45 to \$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 Guardianship Team Leader, the Guardianship Social Worker (GSW) provides guardianship responsibilities for urban Aboriginal children and youth in the Continuing Care of the Director of Child Welfare through inclusive, trauma-informed and restorative child welfare practices. This is done through partnership with the child's family, extended family, community, Band or Nation to, gather the child's circle; listen, assess and find solutions; create security, belonging and well-being; and keep the circle strong. The work of the Social Worker is guided by the values of belonging, respect, strengths-based practice, integrity and humility. It is conducted in accordance with practice standards, legislation, and VACFSS's philosophy of service delivery, in pursuit of a balanced and harmonious Aboriginal community.

### FUNCTIONS:

- The GSW will maximize collaboration by contacting those in the child's circle as partners in planning. The GSW will work with each member by discussing their role within the child's circle.
- The GSW will ensure that the caregiver(s) is/are sensitive to and knowledgeable of the child's heritage, rights of the child in their care, needs, and willing to support contact with those in the child's circle.
- To ensure the safety and well-being, the GSW will work with the child's circle to complete holistic and balanced assessments and planning that honour their cultural identity and strengths, while identifying potential areas in need of support.
- Plans will include a Care Plan. The GSW will engage with the child and their circle in a cycle of identifying goals, implementing the plan, monitoring and assessing the plan, and revising the plan as per standards and timelines.



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- Engage in regular clinical supervision with their Team Leader, participate in weekly team meetings to offer and receive peer consultation, and attend monthly program update meetings.
- In accordance with legislation and AOPSI standards, the GSW will seek supervisory approval at key points during the provision of services.
- Consults with the child and their circle to develop a permanency plan that focuses on their views and the four quadrants of permanency: (1) Relational, (2) Cultural, (3) Physical and (4) Legal.
- Educate and refer children and family to community services, in addition to VACFSS ceremonies and services.
- Support the child entitled under the Indian Act or considered for membership status with their Aboriginal community through registration.
- Ensure accurate and complete recording on the physical and electronic file to reflect the decisions and activities in accordance with legislation and practice standards, including: the Care Plan, Cultural Plans, Permanency Plans, Reportable Circumstances, GSW's visits to the child's placement, access and visitation with the child/youth's Circle, and the child's progress and development.
- Connect youth with mentorship programs and peer support programs to promote relational permanency. Individual planning and support for aging into community is supported by referring the youth to a Transitions Worker and (when eligible) Agreement with Young Adults Program
- Demonstrates an in – depth knowledge of various First Nations and cultural groups in Canada as well as protocols associated with accessing community contacts and Elders. Demonstrates a good knowledge of First Nations service structures including Band Administration, Band Social Worker functions, Delegated Aboriginal Agencies and cultural resources in the community.
- Has a practical knowledge and understanding of Restorative Aboriginal Welfare practices and the ability to reframe colonial practice into this model.
- Clearly communicates orally and in writing in a respectful manner.



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### 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:**

- ◇ Solid understanding of the Child, Family and Community Services Act
- ◇ Awareness of resources available to Aboriginal clients, and knowledge of the referral process
- ◇ Demonstrates the ability to maintain controlled emotional involvement in dealing with self and with others.
- ◇ Ability to form therapeutic relationships with difficult to engage with children and youth.
- ◇ Demonstrated ability to work from a trauma informed practice.
- ◇ Applies the Aboriginal concept of relational engagement to persons-served, to other employees and to the land from an Aboriginal Worldview.
- ◇ Utilizes Aboriginal values and models of leadership which are entrenched in traditional Aboriginal leadership views (Siiyamints) to provide leadership to persons-served, agency employees and others under their sphere of influence.
- ◇ Applies the process of traditional problem solving utilizing collaboration and consensus in analyzing and developing appropriate solutions to problems, evaluating a course of action, reaching decisions and modifying decisions based on changing circumstances or information.
- ◇ Strong interpersonal, organizational, and communication skills.
- ◇ Valid Class 5 driver's license and reliable vehicle.
- ◇ Some evening and weekend work may be required from time to time
- ◇ Computer skills for Microsoft Word and Outlook.

### **ABOUT THE BENEFITS:**

In exchange for your contributions, you will receive a competitive salary 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](http://www.vacfss.com) or by using the following link: [Apply Online](#).

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