



## Child Protection Social Workers

<b>Status:</b>	<b>Permanent full-time – 4 Positions</b>
<b>Hours of Work:</b>	<b>8:30 - 4:30 Monday to Friday</b>
<b>Closing:</b>	<b>Open until positions are filled</b>
<b>Union Position:</b>	<b>Delegated Social Program Officer</b>
<b>Salary:</b>	<b>\$55,396.19 to \$75,147.62 (Grid 19 – 25)</b>
<b>Location:</b>	<b>471 East Broadway, Vancouver BC</b>

- Use your child welfare expertise to make a lasting difference in Vancouver's Indigenous community!
- Receive a competitive salary of **\$55,396.19 to \$75,147.62** 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 Indigenous 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 Indigenous programs and services in collaboration with members of our community and other agencies.

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.

### **PURPOSE OF POSITION**

The Child Protection Social Worker is responsible for ensuring the safety and well-being of children through least intrusive, trauma-informed and restorative child welfare practices. This is enacted by the Social Worker working in partnership with the child's family, extended family, community, Band or Nation to: (1) Gathering the child's Circle; (2) Listen, assess and find solutions; (3) Create security, belonging and well-being; and (4) 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 Indigenous community.

- Applies the process of traditional problem solving, utilizing collaboration and consensus, to analyze problems and develop appropriate solutions. Working with all perspectives in the circle, effectively evaluates a course of action, reaches decisions and modifies decisions based on changing circumstances or information.
- Applies the Indigenous concept of relational engagement to with children, families, other employees and to the land from an Indigenous Worldview.
- Provides leadership (Siiyamints) to children, families, agency employees and community partners.
- Recognizes the importance and role that culture and spirituality play in everyday life of Indigenous people.
- Recovers from or adjusts readily to change and challenging circumstances.
- Maintains composure and emotional balance when working with children, families, agency employees and community partners.

A comprehensive position profile will be available at the time of interview.



## Child Protection Social Workers

### **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 2 years recent related experience;
- Delegation training (to be provided)

***Preference will be given to candidates that already have full or partial delegation transferrable to a Delegated Indigenous Agency.***

#### **Job Skills and Abilities:**

- Good understanding of the Child, Family and Community Services Act.
- Awareness of resources available to Indigenous children and families, 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 children and families 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 Indigenous 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
- VACFSS Flex Program
- 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:  
<https://vacfss.wufoo.eu/forms/r1dbtk6v16t2lzf/>.

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