



## Employment Opportunity **Prevention Manager (REPOST)**

Reference No. LS-PRE-MAN-0719

**PURPOSE:** Reporting to the Executive Director, the Prevention Manager will provide delegated and non-delegated supervision to an integrated team serving Cowichan families. The Prevention Manager leads the team with the purpose of providing comprehensive, responsive and timely prevention services to support families caring for their children in a safe and supported family environment, and promoting safety, continuity and stability for Cowichan children and families. This is a permanent full-time position.

### **RESPONSIBILITIES:**

- Provide full supervision and management of the Prevention team, including:
  - Participating in the recruitment and orientation of new team members;
  - Completing annual performance evaluations for all team members;
  - Providing regular professional direction and clinical supervision to staff.
- Ensure staff compliance to their delegated responsibilities and program outcomes in accordance with appropriate policies and protocol, including:
  - Ensuring external and internal policy are followed for audit and practice compliance;
  - Ensuring culture & strength based approaches are implemented in an appropriate manner within the team;
  - Providing direction and consultation on appropriate use of court ordered supervision, reviewing draft court documents and tracking court proceedings; attending mediations/court proceedings as needed;
  - Ensuring all case documentation is completed thoroughly, and entered into CFS Best Practice and ICM accordingly.
- Ensure regular communication and collaboration among relevant professionals, including:
  - Participating in agency managers' meetings, and facilitating weekly Prevention Team meetings in accordance with the standardized agenda;
  - Collaborating with other Delegated Agencies around practice and case specific information sharing
  - Working directly with band designate(s) to ensure cultural protocols are followed.
- Other duties as required.

### **EDUCATION AND EXPERIENCE: (please attach all required documents)**

- Bachelors of Social Work, or Bachelors in Child and Youth Care with minimum of three years' experience in the Child Welfare field, or directly related degree with 5-years' experience in Child Welfare;
- Minimum 2-years related management experience is preferred;
- C6 delegation preferred; eligibility for C6 Delegation will be considered;
- Preference may be given to applicants with the Child Welfare Specialization from an accredited British Columbia University or who have completed their practicum in a Child Welfare setting;
- Valid BC class 5 Driver's license and reliable vehicle;
- Criminal Record Check and a Criminal Records Review Act check.

### **SKILLS, KNOWLEDGE, AND ABILITIES:**

- Knowledge of Chapter 3 for Family Development Response (FDR), Structured Decision Making (SDM) tools, (MCFD Child Protection Response Policies) Youth Services policies, CFCSA, Infants act, Family Law Act and other applicable legislation, AOPSI, Out of Care Options and Permanency Policies;
- Knowledge of family centered preservation and trauma informed practice frameworks;
- Knowledge of general program funding and eligibility for expenditures ;
- Working understanding of Indigenous traditional practices related to child welfare; Knowledge of Cowichan language, culture, and teachings;
- Knowledge of Lalum'utul Smun'eem internal and external resources and Cowichan community services;
- Knowledge of the history of colonization and the implications for indigenous children, youth, families and communities;
- In-depth knowledge of professional ethics, principles and practices;
- A sound understanding of Indigenous child rearing practices and parenting techniques;
- Ability to work under stress/pressure;
- Ability to communicate in an appropriate manner orally and in writing; well-developed interpersonal skills.

*Interested applicants are invited to submit a current resume and a detailed cover letter clearly stating how you meet the qualifications listed in the job posting. Please reply to the undersigned, quoting the reference number and position title.*

**Attention: Reference No. LS-PRE-MAN-0719**

Human Resources Department, Cowichan Tribes  
5760 Allenby Rd. Duncan, BC V9L 5J1

**Email:** [resume@cowichantribes.com](mailto:resume@cowichantribes.com)

**Website:** <http://www.cowichantribes.com/employment>

**Deadline: 4:00 p.m. Tuesday, July 16, 2019.**

*Pursuant to section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal ancestry.  
We thank all applicants in advance but only those selected will be contacted.*