



Employment Opportunity
Family Development Social Worker X 2 (REPOST)
Reference No. LS-PRE-FDSW-0719

PURPOSE: Reporting to Prevention Manager, the Family Development Social Worker (FDSW) will work with families with low to moderate risk of further involvement in child welfare services by providing intervention and direct support from a Family Service perspective. The FDSW supports families in achieving goals to successfully support behavioral changes to see children in the safe, secure, and healthy care of their families. As part of the Lalum'utul Smun'eem Prevention Team, this position is expected to be primarily community-based, working with families and children in their homes and in the community. **There are two (2) full-time permanent positions available.**

RESPONSIBILITIES:

- Works with families with concerns of child abuse and neglect with a low to moderate vulnerability of future harm or risk of harm;
- Facilitates the development of Family Service Agreements with the purpose of strengthening the child-family bond and inherent safety;
- Through a Family Services Agreement, incorporates family-identified needs and provides appropriate preventative services to maintain family units;
- Collaboratively develops and implements agreements by assisting the family in identifying needs, establishing long and short term goals and arranging supports;
- Works respectfully and collaboratively with the Designated Representatives, Family Meeting Programmer and other Agency and cultural services to support children, youth and families;
- Ensures the ongoing management of cases by monitoring progress towards agreements, coordinating services, utilizing applicable policies and protocols, as well as consulting with the Prevention Manager;
- Participates in traditional decision making processes as a support and advocate for families and encourages identification of inherent strengths in the family;
- Supports referrals to alternative dispute resolution and family planning meetings;
- Coordinates and monitors any community services with the family;
- Provides specific services to the family such as assistance with parenting skills, and one to one programming work;
- Other related duties as required.

EDUCATION AND EXPERIENCE:

- Bachelors of Social Work, or Bachelors of Art in Child and Youth Care, or directly related degree with illustrated experience in Child Welfare field; Preference may be given to applicants with the Child Welfare Specialization from an accredited British Columbia university or who have completed a practicum in a Child Welfare setting;
- C3 Delegation preferred; eligibility for C3 Delegation will be considered;
- Experience in effective change within families, therapeutic/assessment skills, investigation experience, or effective risk management in a child welfare setting; Preference may be given to applicants with previous recent work experience (within last 3 years) in Child Welfare; Preference may be given for those with ICM proficiency.
- Must possess and maintain a valid BC class 5 driver's license
- Criminal Record Check and a Criminal Records Review Act (CRRA) check.

SKILLS, KNOWLEDGE, AND ABILITIES:

- Knowledge of the Child, Family and Community Service Act, Infants Act, Family Law Act;
- Must be knowledgeable of Cowichan community services with an understanding of Indigenous traditional practices related to child welfare;
- Experience in effective change within families, therapeutic/assessment skills, investigation experience, or effective risk management in a child welfare setting;
- Knowledge of family-centered preservation and trauma informed practice;
- Awareness of, and sensitivity to, the history of colonization and the implications for indigenous children, youth, families and communities;
- Flexibility to work into evenings as required.

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-FDSW-0719

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

Email: resume@cowichantribes.com

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

Deadline: 4:00 p.m. Monday, July 22, 2019.