



CARRIER SEKANI
FAMILY SERVICES

PRINCE GEORGE

FRASER LAKE

BURNS LAKE

VANDERHOOF



OPPORTUNITY PROFILE

Director of Child Safety

CARRIER SEKANI FAMILY SERVICES

Director of Child Safety

Contents

Practice Differently with Carrier Sekani Family Services (CSFS): 3

Mandate, Objectives and Mission: 3

Our Mission 3

Our Vision 3

What CSFS Team Members Are Saying: 4

Purpose of the Position 5

What You Will Bring to the Role. 6

Knowledge, Skills and Abilities/Preferred Skills. 6

Responsibilities 7

Supervision of Staff 7

Program Development. 8

What You Need to Submit When You Apply... 9

Get in Touch 9



CARRIER SEKANI
FAMILY SERVICES



Practice Differently with Carrier Sekani Family Services (CSFS):

CSFS is an innovative and progressive leader in Indigenous health, child and family services where culture is at the centre of everything we do. Since our beginnings in the late 1980's, CSFS has grown to over 500 employees providing services to 11-member Nations in the Northern Interior of B.C. Discover what it means to practice differently, as you enjoy unique experiences, close connections with communities, as well as the natural wonders while you work.

Mandate, Objectives and Mission:

Carrier Sekani Family Services, under the guidance of Carrier Sekani Tribal Council, has been given the mandate to establish a comprehensive infrastructure for social, health and legal programs, for the eventual take-over of these services, consistent with the Tribal Council's objective of working towards Indigenous Self-Government.

Under its Certificate of Incorporation, the objectives of the Society are:

- To develop and deliver health, social, family corrections and legal services in accordance with the needs, socio-economic conditions, and values and beliefs of the Carrier Sekani Nations.
- To deliver all services in accordance with our great law of sharing wealth as set in our Bah'lats (potlatch) system.
- To develop, implement and enhance Carrier and Sekani Human Services philosophies and standards of Indigenous people residing in the Carrier Sekani traditional territory.
- To encourage and initiate activities appropriate to the strengthening and unifying of human service personnel in the Carrier Sekani traditional territory.
- To develop and deliver training programs for the advancement and accreditation of human service workers in Carrier Sekani territory in accordance with Carrier Sekani philosophy and standards.

Our Mission

With the guidance of our Elders, we are committed to the well-being and empowerment of Carrier and Sekani families by asserting authority over health, social, and legal services.

Our Vision

Yinka Dene living to their full potential.

What CSFS Team Members Are Saying:

- We live by our organization's values of **Responsibility, Compassion, Honesty, Integrity, Trust** and **Respect** while caring and advocating for vulnerable people.
- Supported to pursue life long learning, professional development and recognition for your contribution.
- Recognize the value of Carrier Sekani Knowledge holders and language speakers.



**Nah che
t'sil ye'h**

How we carry ourselves



The Opportunity: Director of Child Safety

The Child and Family Services programs encompass all Prevention, Child Safety, and Delegated Child Welfare services for families in urban and rural service delivery areas. Services are aimed at meeting the holistic safety needs of children while strengthening family and individual wellness. Areas of service include child wellbeing assessment, youth services, employment services, family advocacy, and education and case management as well as delegated services for voluntary family services, resources and guardianship.

Purpose of the Position

The security of wellbeing for Carrier and Sekani families is paramount consideration for CSFS. The role of the Director of Child Safety is focused on upholding a safe environment of care around children and youth and ensuring that they have the opportunity to achieve their fullest potential. The Director of Child Safety is a pivotal senior management position working with the Chief Executive Officer, the Executive Director of Child and Family Wellbeing and the Director of Jurisdiction on a service delivery model under the Carrier Sekani Child and Family Wellbeing Act.

The Director of Child Safety manages a team of practitioners responsible for ensuring the well-being and safety of children and youth through immediate restorative child welfare practices. This includes utilizing the Carrier Sekani Response Model (CSRM) when breaches of well-being are identified and managing the After-Hours roster of responders. The CSRM scope of practice includes receiving and screening reports of concerns or breaches of children's well-being and implementing the appropriate response under the Carrier Sekani Family Wellbeing Law. The CSRM ensures a cultural and community perspective in relation to well-being and safety assessments on the child's environment of care. The goal of service is to address well-being and safety concerns and ensure immediate mitigation of the breach of well-being while working in partnership with the family, prevention and delegated services to create plans of ongoing support.

What You Will Bring to the Role:

- Master's Degree in Social Work, Social Sciences, Indigenous Studies, or a related field;
- Eligibility for C6 delegation;
- Minimum 3 years of related experience in Child and Family Services;
- Experience working with Indigenous communities and organizations preferred;
- OR an equivalent combination of education and experience may be considered.

At CSFS, we understand that knowledge and experience may come from a variety of sources and encourage applications from individuals whose backgrounds may not align perfectly with the qualifications listed above.

Knowledge, Skills and Abilities/Preferred Skills

- Comprehensive understanding of the CFCSA, Federal Child Welfare Act and Indigenous child welfare practices and approaches;
- Comprehensive understanding of the provincial child protection process and relevant court procedures;
- Leads and monitors complex projects, teams, and/or project components involving multiple stakeholders;
- Manages relationships with senior-level stakeholders and facilitates meetings;
- Drafts and presents senior-level decision-making documents and advice, including briefing notes, presentations, and other materials, such as treasury board or cabinet submissions;
- Directs the work of others, including employees, project managers, and/or consultants;
- Budget management;
- Knowledge and understanding of BC First Nations (Carrier Sekani) social, health and wellness, perspectives, and historical and contemporary issues;
- Ability to communicate, collaborate, build relationships, and interact respectfully with diverse people and partners;
- Ability to juggle multiple projects, maintaining high standards and attention to detail;
- Time and workload management skills to consistently meet tight deadlines;
- Ability to lead diverse teams of employees, consultants, and contractors;
- Strong leadership, consultation, facilitation, and organizational skills;
- Strong analytical and problem-solving skills;
- Excellent interpersonal, verbal, and written communication skills.





Responsibilities

- Building and fostering partnerships to ensure key collaborative priorities, strategic planning, and collective goals are achieved. This may include managing executive-level committees, working with senior executives to identify and advance priorities, and monitoring and reporting on progress and other commitments to support the development and implementation of the Carrier Sekani Child and Family Act;
 - Leading the development of the Child Safety Team, aligning services with the CSRM and implementing and developing screening and assessment practices, including the Family Guidance Worker model;
 - Supporting the review of initiatives and approaches in alignment with Carrier Sekani's perspectives and priorities, including policy development, tools/resources, and communications related to child safety work. Key priorities in this position may include: incorporating the CSFS Life Cycle Model;
- Approach and the CSFS Standards and Indicators for Children, Youth, and Families;
 - Monitors current child protection proceedings under the authority of MCFD;
 - Supports member Nation IGBs to apply for party status and to make representations as necessary;
 - Ensures developing practice aligns with the CSFS Jurisdiction CARF Manual for Assessment Services;
 - Coordinates and supports training and other supports for Designated Representatives for each member Nation;
 - Conducts annual internal evaluations of developing practice in accordance with the CSFS Service Delivery Standards for worker practice under the Carrier Sekani Child and Family Well-being Act;
 - Manages relevant data and information, tracking, and reporting;
 - Supports strategies for data and information management, tracking, and reporting, in alignment with Indigenous governance and within CSFS' priorities;
 - Provides expertise and strategizes to ensure screening and assessment policies and processes consider and integrate Indigenous perspectives, teachings, laws, customs and best practices;
 - Manages an operational budget.

Supervision of Staff

- Establish and communicate performance expectations to staff;
- 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;

(Continued on next page)



Supervision of Staff *(Continued)*

- Applies the Indigenous concept of relational engagement with children, families, other employees and to the land from an Indigenous Worldview;
- Prepares or directs the preparation of reports on program activity;
- Ensures that program staff are familiar with the necessary policies, guidelines and legislation governing the program's operation;
- Ensures staff are informed of changes to policies, issues and standards affecting program operations;
- Conducts regular formal team meetings and team-building activities;
- Provides staff with on-the-job training, orientation and identifying additional training needs to ensure that staff acquire the range of knowledge, skills and abilities necessary to complete job duties;
- Orientates new program employees to the agency, and program-specific procedures and duties;
- Assists and directs in the prioritization of staff work plans;
- Provides leadership to create a well-motivated team.

Program Development

- Develops and maintain a cultural database of community resource persons for CSFS staff to access, including an honorarium structure;
- Monitor the effectiveness and standard of services and report areas of concern along with recommendations;
- Presents information on behalf of the agency and program as requested;
- Assists in the development of program long-range goals;
- Attends committee meetings as necessary;
- Performs other duties as assigned.

What You Need to Submit When You Apply...

Along with your resume, please submit a cover letter outlining why you are interested in this opportunity, what skills and experience you will bring, and how your qualifications will make you successful in this role.

In accordance with Section 41 of the BC Human Rights Code and Section 15 of the Canadian Charter of Rights and Freedoms, preference will be given to qualified candidates with Aboriginal Ancestry.

Get in Touch

CSFS is committed to ensuring accessible and accommodating processes during the application and selection phases. If you need accommodation at any point during the recruitment process, please contact our Human Resources team by email at recruitment@csfs.org and we'll collaborate with you to address your requirements.

Visit www.PracticeDifferently.ca
and click on 'View Opportunities' to
view the full job description for this
career opportunity.



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