



CARRIER SEKANI
FAMILY SERVICES

PRINCE GEORGE

FRASER LAKE

BURNS LAKE

VANDERHOOF



OPPORTUNITY PROFILE

**Executive Director
of Child and Family Wellbeing**

CARRIER SEKANI FAMILY SERVICES

Executive Director of Child and Family Wellbeing

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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.



The Location

Prince George sits on the traditional lands of the Lheidli T'enneh First Nation and is the largest city in Northern B.C. It is a community that includes the renowned University of Northern B.C and the College of New Caledonia, affordable housing, complemented by an international airport. Prince George offers unparalleled access to outdoor recreation that contributes to the city's high quality of life and standards of living. The Fraser and Nechako rivers are focal points of an extensive park and trail system of more than 100 parks. Enjoy opportunities for year-round outdoor activities from camping to snowshoeing. Learn more about Prince George at tourismpg.com.



Prince George's housing market offers a balance between affordability and access to amenities. During the last quarter of 2024, the average price of single-family homes sold was \$490,000, according to the BC Northern Real Estate Board.



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: Executive Director of Child and Family Wellbeing (EDCFW)

The Executive Director of Child and Family Wellbeing (EDCFW) is responsible for overseeing the day-to-day delivery of a continuum of integrated services for children and families. The EDCFW plans, monitors, develops, manages, coordinates and evaluates the delivery of a broad range of services to ensure continuous, culturally relevant and effective programming. The EDCFW will provide oversight of the strategic transformation of child and family services and CSFS's transition into Jurisdiction. Through frequent consultation with member Nations, the EDCFW will continually assess program delivery outcomes to ensure they are reflective of and meeting the needs of each Nation.

Key Responsibilities

Program Management and Development

- Lead the operationalization of the Intervention Services Operations Plan, ensuring seamless integration with existing Prevention Services to enhance the continuum of care across service delivery areas;
- Oversee the development and implementation of strategic initiatives aimed at strengthening family and individual wellness through comprehensive service offerings;
- Facilitate the expansion of service delegation, including the integration of C6, to enhance service delivery capabilities and reach;
- Ensure compliance with all regulatory guidelines and standards associated with the delivery of Intervention and Prevention services;
- Through collaborative consultation with member Nations, assess, evaluate and continuously improve program outcomes, ensuring programming is reflective of and meets the needs of each member Nation;
- Provide overall program oversight and evaluation through planning, managing, and assessing programs to align with strategic objectives and community needs;
- Ensure services adhere to legislation, policies, internal services, and best practices while integrating with other agencies;

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Key Responsibilities: Program Management and Development

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- Establish service priorities, evaluating current programs on these priorities and ensuring the development of appropriate resources and programs to meet identified needs of the communities served;
- Determine the required program governance, management and service delivery for Child and Family Wellness Services within portfolio;
- Monitor the effectiveness and standard of service and report areas of concern and provide recommendations to the CEO;
- Develop and oversee the delivery of training for Community Committees, Child and Family Services Managers, Supervisors and Staff, and the Board of Directors as required;
- Visit member Nations regularly to gather feedback on and perform assessments of programming to assess whether program outcomes are meeting the needs of member Nations.

Leadership

- Provide strategic leadership, mentorship and training for Directors within portfolio;
- Prepare reports on programming activity for the CEO, Board of Directors and funders as required;
- Use policy and procedures to set expectations for employee conduct and performance.

Financial Oversight

- Ensure allotted budget expenditures are consistent with the agency philosophy and board approved annual budgets which reflect the responsible execution of funds and minimize unnecessary costs;
- Negotiates funding agreements with external agencies/funders for all contracts and services associated with the Child and Family Services Programs.

Public Relations

- Conduct public speaking engagements and presentations;
- Consult with provincial, federal and municipal agencies and special interest groups and identify overlapping program areas and coordinate services;
- Represent the agency at inter-government meetings and conferences relating to Child and Family Services programs.



What You Will Bring to the Role:

- Master's Degree in Social Work preferred;
- Bachelor's Degree in Social Work, Child and Youth Care or Social Science or equivalent required;
- Possess a minimum of five years management in First Nation administration, community development, or a social work-related field;
- Ten plus years in progressive leadership roles with at least five years' experience in a senior leadership position;
- A 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

- Knowledge of First Nations culture and traditions (specifically Carrier and Sekani);
- Commitment to supporting lasting and meaningful reconciliation in Canada as per the Truth and Reconciliation Commission (2015) and BC's Declaration on the Rights of Indigenous Peoples Act (2019);
- Knowledge of the historical, social, economic, and political impacts on Indigenous communities and familiarity with Indigenous Cultural Safety and anti-racism initiatives and accompanying reports (BC DRIPA, TRC, etc.);
- Strong understanding of the child welfare system and applicable legislation pertinent to First Nations people living on and off reserve;
- Strong understanding of best practice prevention and intervention programming for adults and youth;
- Knowledge of political systems, advocacy and in possession of negotiation skills;
- Up to date knowledge of relevant legislation and laws, impacts of, and delivery of on and off reserve prevention and delegated service delivery.

Total Rewards



The target hiring range for this position is \$170,904 - \$213,579/year. Candidates will typically be hired, transferred or promoted between the minimum and midpoint of the wage range. Placement within the wage range is dependent on the applicants' role specific knowledge, skills, abilities, related experience and in consideration of factors such as market conditions and internal equity.

In addition to base salary, CSFS offers an excellent compensation package. It features generous, flexible time off options promoting work-life-family balance, Municipal Pension Plan (defined benefit with an employer contribution of 9.31% after eligibility period), as well as extended health and dental benefits. At CSFS, we believe in investing in our employees through meaningful educational and professional development opportunities.

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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