



## FRASER VALLEY ABORIGINAL CHILD AND FAMILY SERVICES SOCIETY

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### PROGRAM:

Fraser Valley Aboriginal Child and Family Services Society (FVACFSS) is responsible for the provision of a number of child protection and prevention programs and services to Aboriginal children, youth, parents and families in the Fraser Valley. The FVACFSS geographic service area is divided into three regions: 1) West: Langley/Abbotsford and surrounding areas; 2) North/East: Mission/Agassiz and surrounding areas; 3) Central: Chilliwack and surrounding areas. FVACFSS has an annual operating budget of \$40 million, employs 220 staff, and administers 460 Child Service files and 350 Family Service files.

### PURPOSE OF THE POSITION:

The Director of Practice is part of an Executive Leadership Team that shares a co-accountability for Agency performance under the oversight of the FVACFSS Board of Directors. Reporting to the Executive Director, the Director of Practice is responsible for practice for all FVACFSS delegated and prevention teams. The Director of Practice is directly accountable for the quality of child and family services and for setting and monitoring standards of practice within the Agency.

### PRINCIPAL DUTIES AND RESPONSIBILITIES:

#### 1. Complex Case Consultation

The Director of Practice is accountable for the provision of case consultation, especially in complex, serious, or potentially contentious cases, which includes the following activities:

- Performs a comprehensive review of high risk and complex cases, include critical incidents and reportable circumstances, and provides direction on further assessments required, decisions made or needing to be made and planning to ensure adequate services to children, youth and families.
- Consults with the MCFD Aboriginal Provincial Office to ensure the best judgments are rendered and most effective resources dedicated to the case reviewed.
- Undertakes required research to obtain practice information and clinical support options needed by front line workers to assist them in managing complex cases.
- Prepares written consultation reports that document the circumstances of referred cases, actions taken and outcomes.

#### 2. Practice Oversight for Agency Services

- Meets with Regional Managers on a regular basis for case tracking, practice reviews, clinical supervision and consultation to ensure best practices in child and family program delivery.
- Maintains current knowledge necessary to implement the effective child and family programs and support sound case practice and standards.
- Leads accountability to ensure FVACFSS staff compliance with MCFD child and family practice standards and AOPSI.
- Oversees a cyclical internal file audit of delegated and non-delegated files to evaluate compliance with standards and identify themes that may require a response to improve Agency practice.
- Evaluates the overall performance of child and family programs and services, relative to defined practices standards and Agency service objectives.
- Prepares regular progress reports for the Executive Director and FVACFSS Board on service delivery performance for delegated and non-delegated services.



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### 3. Maintain Practice Policies, Procedures and Tools

- Develops and ensures effective application of delegated and non-delegated practice policies, systems and procedures using input from internal and external sources.
- Leads the development of practice tools to support FVACFSS field staff to meet the service delivery objectives of the Agency.
- Leads the development of practice tools to support FVACFSS Supervisors and Regional Managers to track practice supervision of field staff, compliance with standards, workload distribution and performance against Agency service delivery objectives.

### 4. Practice Training and Mentoring

- Maintains awareness of the core delegated training curriculum and identifies additional training requirements for FVACFSS field staff to meet legislated practice standards.
- Reviews annual training plans and mentoring programs for different FVACFSS field staff positions and leads the development of training and mentoring strategies by position type.
- Collaborates with Regional Managers to lead planning and implementation of regular town hall meetings with Supervisors and field staff to ensure practice standards are followed and child and family programs are implemented appropriately.

### 5. Initiatives for Enhancing Agency Practice

- Maintains current knowledge of changes to legislated practice standards, and leads initiatives to enhance Agency practice.
- Maintains current knowledge of practice for the delivery of child and family services within Indigenous communities and leads initiatives to enhance Agency practice.
- Maintains a balance between compliance with legislated standards, while ensuring that services are delivered in a manner that aligns with the cultural requirements and service needs of Indigenous communities.
- Provides input to the Executive Director regarding FVACFSS's strategic plan for delegated and prevention service delivery.

### 6. Communications, Liaison and Networking Duties

- Acts as liaison and spokesperson on behalf of the Agency for child and family service issues.
- Assists the Executive Director with maintaining clear and open communications with each of the communities as it relates to child and family practice issues.
- Attends meetings related to practice standards and advises the Executive Director on matters that impact the Agency.
- Networks with agencies, colleagues and workers in related fields.
- Ensures confidentiality of all records, materials and communication concerning clients.
- Provides regular feedback to the Executive Director regarding FVACFSS's strategic direction relative to practice goals and objectives.

### REQUIREMENTS:

- BA, BSW required, MA, MSW preferred.
- Current delegation with a minimum of (5) years' experience supervising staff providing delegated services. Ability to obtain C6 delegation (if currently not C6 delegated).
- Extensive knowledge and experience providing clinical supervision on high risk, complex cases.



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- Knowledge and experience in quality assurance and supporting a continuous learning environment regarding clinical practice.
- Extensive knowledge of provincial and federal legislation and standards, in addition to AOPSI, as it relates to the delivery of child and family services.
- Comprehensive knowledge of child and family social work and related policy and programs in order to guide the work of delegated teams and prevention teams.
- Knowledge of Indigenous child welfare history, issues and challenges in order to ensure services are provided in a culturally sensitive manner.

### **BENEFITS:**

- FVACFSS is pleased to be part of the Public Service Pension Plan (plan is portable from the MCFD)
- Extended health and benefits program

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