

- **Don't miss this opportunity to take on a leadership role with a world-class, First Nations organization.**
- **Make a lasting difference in the lives of the children and families on Nisga'a Lands.**
- **Receive a generous 38 days of leave and a highly competitive salary with fantastic benefits.**

## **About the Organization**

The Nisga'a Lisims Government (NLG) building opened its doors in 2000, and has since been responsible for a vital set of functions carried out under various departments including Finance, Programs & Services, Fisheries & Wildlife, and Lands & Resources, all which contribute to the development of the surrounding area. NLG's directives are governed under Nisga'a laws as well as federal and provincial laws.

NLG provides service options to ensure the protection and well-being of Nisga'a children consistent with both the Ayuuk-hl Nisga'a and British Columbia statutes and policies. This is achieved through Nisga'a Child & Family Services (NCFS), which works to support Nisga'a families through the promotion and utilization of the Ayuuk.

## **About the Location**

Located on BC's rugged northwest coast, 100 to 150km north of Terrace, Nisga'a Lands are blessed with soaring mountains, dramatic lava beds, picturesque fjords, and thriving rivers and streams. The natural beauty of Nisga'a Lands are also complemented by the Nisga'a Nation's rich culture and traditions. For visitors and residents, there is a wide variety of activities to enjoy, including fishing, hiking, canoeing, boating, cross-country skiing, snowmobiling, ATViing, and much more!

Gitlaxt'aamiks (also known as New Aiyansh), is considered the "capital of the Nisga'a Nation" and is one of the four Nisga'a villages located in the beautiful Nass Valley which include Gitwinksihlkw, Laxgalts'ap and Gingolx.

## **About the Opportunity**

Currently, Nisga'a Lisims Government is seeking a **Director of Practice** to join the group and work between our Gitlaxt'aamiks (also known as New Aiyansh) and Terrace locations in beautiful British Columbia.

Reporting to the Director of Programs and Services, as a member of the Directorate's Management team, you will promote excellence in practice and service delivery, identify barriers and successes to quality services, to ensure strategies are developed to reduce or eliminate these barriers or enhance successes.

You will also strive to be inclusive of Nisga'a culture in practice. This will involve assisting NCFS in building a child and family services that has leaders within each service line, have expertise in their field and have an awareness and understanding of Nisga'a culture.

More specifically, you will:

- Be the clinical authority over practice and develop a level of knowledge in all service lines to enable them to support the NCFS staff through clinical practice development activities, case consultation, mentoring and other training that supports staff growth and development in all program areas, within the context of legislation, policy, service standards and guidelines
- Deliver on operational and strategic objectives of NCFS, as set out in the NCFS operational and strategic directional plan
- Promote continuous quality improvement, coordination and integration between program areas, and collaborative approaches with clients
- Maintain a high level of clinical knowledge on best practices for improving outcomes for children, youth and families
- When possible, apply program support and client services with Nisga'a culture in mind
- Provide support and mentoring to staff
- Support child and infant development

Although an equivalent combination of education and experience may be considered, **you must have at least one of the following:**

- **BSW or MSW**
- **BA in Child & Youth Care**
- **M.Ed. Counselling/MA Clinical Psychology, having completed a practicum in family and child welfare**
- **Or a related degree preferably in a social sciences discipline.**

You have a minimum of **3-5 years of experience in child safety and an additional 2 years of experience in a supervisory role with responsibility for direct client service delivery, preferably in a multi-disciplinary environment.**

Strong leadership and communication skills are essential, as is the ability to direct the work of staff and understand organizational design, work planning, project management, and best practices.

Comprehensive knowledge of the principles and theories in clinical practice of Child Welfare and Child and Family Services including a familiarity with: CYMH, CYSN, YJ and Adoptions is essential, as is in-depth knowledge of the *Child, Family and Community Service Act; Adoption Act; Youth Criminal Justice Act; Family Relations Act; Child Care Act;* and other legislation.

An understanding of Child Safety, Early Childhood Development, Child Care services, family Support and Children in Care, legislation, policies and practice standards is required and you must have an interest in learning more of services for Children and Youth with Special Needs, Child and Youth Mental Health services, Youth Justice Services and Adoption programs.

Lastly, you must be able to take and pass a Police Record Check and CRRA Check. Please note that travel will be required for this role.

## **About the Benefits**

In appreciation of all your hard work and determination, you will be rewarded with a competitive salary of **\$90,000 - \$115,000**.

You can also look forward to fantastic benefits including:

- **Relocation assistance to the right candidate**
- **38 days off (20 vacation + 18 elective leave)**
- **Extended Health and Dental**
- **Short and Long Term Disability**
- **Group Life Insurance**
- **Professional Development**
- **Group Pension Plan**
- **Employee & Family Assistance Program (EFAP) which provides confidential counselling services to assist employees with a variety of life's challenges**

Nisga'a Lisims Government strives to maintain its position as an employer of choice. We operate with respect for one another in the workplace and we value the contribution of all of our employees. We encourage transparency and open communication within our organization throughout all of our departments.

At NLG, you will be met with an exciting career, an ethical and respectful work environment, and opportunity to serve in public service for the good of our Nation. With hard work and determination, the possibilities for career progression are endless at NLG.

*If you're looking for a leadership position that is guaranteed to provide you with satisfaction - Apply Now!*