



Employment Opportunity **CHILD SAFETY SOCIAL WORKER X 5**

Reference No. LS-CS-SW-0721

PURPOSE: Reporting to the Child Safety Manager, the Child Safety Social Worker will assess children's safety, provide ongoing Family Services, provide guardianship responsibilities to children in care (CIC), and work collaboratively with caregivers and other key partners. This role supports families and children by encouraging a circle of practice within a team based environment. **There are five (5) full-time permanent positions to be filled, working primarily in the office with some local travel required.**

RESPONSIBILITIES:

- Utilize the Structured Decision Making Tools to determine appropriate response times to reports of concern for the wellbeing of children
- Provide family supports to enhance family functioning and reduce the risk to prevent children coming into care
- Develop safety plans to support children in their families care when reports require intervention
- Use family plans to assist family in identifying and achieving success in addressing protection concerns
- Provide protective measures for children at risk, including placement with appropriate family members or care homes in consultation with the Child Safety Manager
- Conduct assessments of the risk of child abuse or neglect
- Conduct interviews with children and families as necessary
- Conduct regular one-to-one visits with CIC, including home visits to ensure children's needs are being met
- Collaborate across teams to refer caregivers to internal / external community resources when appropriate to strengthen children's family and home environment
- Participate on the after-hours call rotation, Agency / Team meetings and other organizational functions
- Prepare court documents, and attend court proceedings as needed
- Case consult with internal programs and the Ministry of Child and Family Development as needed
- Consult with the Child Safety Manager for all case decisions involving child protection investigations and other matters relating to the delivery of services
- Maintain and ensure proper case documentation, confidentiality and security of files which includes organizing notes and entering data in ICM
- Other related duties as required

EDUCATION AND EXPERIENCE: (please attach all required documents)

- Bachelors of Child & Youth Care, Social Work or other related field is required; a diploma in a related field combined with experience may be considered
- C6 Delegation is required; eligibility for C6 Delegation may be considered
- Valid Class 5 BC Driver's License with clean drivers' abstract is required
- Current CRC is required
- 2 years' experience in the Child Family Services sector is preferred
- Experience working in an Indigenous community preferred

SKILLS, KNOWLEDGE, AND ABILITIES:

- Knowledge of relevant legislation and policies, including the Child, Family, and Community Service Act, Youth Justice Act, Adoption Act, Family Law Act and Aboriginal Operations and Practice Standards and Indicators (AOPSI), Structured Decision Making tools and MCFD Chapter 3 and related policies
- Knowledge of family centered preservation and trauma informed practice frameworks
- Knowledge of Lalum'utul Smun'eem internal and external resources and Cowichan community services
- Understanding or willingness to learn Cowichan culture, customs, and traditions
- Knowledge of the history of colonization and the implications for indigenous children, youth, families and communities
- Knowledge of professional ethics, principles and practices
- A sound understanding of Indigenous child rearing practices and parenting techniques
- Ability to work under stress and pressure while maintaining composed professionalism
- Ability to communicate in an appropriate manner orally and in writing;
- Well-developed interpersonal skills with the ability to create and maintain respectful and professional working relationships
- Well-developed organizational skills with the ability to multitask and meet deadlines

HOW TO APPLY: Interested applicants are invited to submit a current resume, a detailed cover letter and three references. Applications must be sent to Human Resources by email before the deadline with the Reference Number in the subject line of your email.

Reference No. LS-CS-SW-0721

Cowichan Tribes Human Resources Department

Email: resume@cowichantribes.com

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

Deadline: **4:00 p.m. on Wednesday, August 11th, 2021**

Pursuant to section 41 of the BC Human Rights Code, preference may be given to applicants of Indigenous ancestry. We thank all applicants in advance but only shortlisted candidates will be contacted.