

Fraser River Indigenous Society

Job Description

Position:	Family Strengthening Worker (FSW)
Program:	Family Development
Classification:	Family Support Worker, JJEP Grid 12
Reports To:	Family Development Manager
Hours of Work:	Full Time

Position Summary:

The Family Strengthening Workers (FSW) use intensive intervention strategies to support parents/caregivers to care for their children. The work involves hands-on support, engaging in community services, and active communication with involved MCFD or delegated agencies as needed. The FSW works in close consultation with the Family Development Manager and in collaboration with the FRIS team to guide families towards reunification and wellness with strength based and trauma informed approach. The FSW has the responsibility of making program decisions aligned with contractual obligations working from Strength based approach providing families connection to cultural and spiritual expression of self-determination. This is an outreach role and demands a level of self-supervision and flexibility in work schedule. Must possess the ability to consistently lift and support a child in a car seat for the purpose of visitation.

Key Competencies

Organizational Competencies:

Indigenous Centered Approach, Effective Communication, Continuous Learning, Flexibility, Organizational Awareness, Change Leadership, Foster Relationships, Emotional Intelligence, Inclusive, Organizational skills, Service Orientation, Teamwork and Collaboration, Relationship Building, Values and Ethics, Accountability / Dependability, Stress Management

Role Specific Competencies:

Trauma Informed Practice, Conflict Resolution, Non-Violent Crisis Intervention

Qualifications:

- Bachelor's Degree in human services, social work, or related field focused on understanding the needs of vulnerable populations (experiencing mental health, substance use, institutionalize rehabilitation)
- 2-year recent experience working in family, child and youth services or an equivalent combination of education and related experience may be considered
- Experience working with Indigenous peoples (First Nation Communities, Métis and Inuit) and knowledge and appreciation of the diversity of practice in culture
- Demonstrate an understanding of, and sensitivity to, the impact of colonization on Indigenous peoples of Canada both historical and current
- Experience and practice with behavioral and cognitive intervention approaches: Trauma informed practice, Signs of Safety, motivational interviewing techniques, and relapse prevention etc.

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- Ability to work under pressure and respond appropriately to crisis situations
- Minimum one-year experience with reporting requirements both narrative and statistical (i.e. MCFD contracts, court orders and agency management)
- Ability to build trusting relationships with individuals and families
- Demonstrate ability to coach life skill to parents and caregivers without judgment
- Recent experience providing services in family homes and community settings utilizing an outreach model
- Demonstrate knowledge of local community resources
- Demonstrate the physical ability required to carry a child in a car seat
- Demonstrate the ability to work independently as well as in a collaborative team model
- Possess strong computer skills: Office 365, MS Office suite, CAMS
- Experience supporting court involved families (accompaniments, record submissions)
- A valid Class 5 driver's license, own reliable vehicle, with Business Use and 3 million liability insurance and safe driving record (abstract required)
- Criminal record check working with children and vulnerable people is a requirement of all employees of FRIS.
- Required Standard First Aid w/CPR/AED Level C

Key Responsibilities:

- Assist with the development of individual Family Support Plans in collaboration with the Family, MCFD social workers, Family Development Programs Manager and outside agencies and supports as requested by the family
- Co-create strategies for families to achieve goals established in the Family Support Plan/Safety Plan (experience with Signs of Safety is an asset), assess and determine the appropriate response
- Conduct supportive needs assessments with individuals or families referred to program
- Meet families in their home or in community, enhance parenting and life skills, and facilitate connections to Indigenous heritage as guided by the family
- Meet with families on a weekly basis or as otherwise agreed upon with FDP Manager
- Manage Budget using judgement as it pertains to clients' needs assessment, basic needs as determined within their scope with funders guidelines, reconcile petty cash
- Model appropriate behavior in community and with families
- Ensure families and individuals involved with the program have a clear understanding of the structure of the program, the organization and their rights to participate
- Attend critical meetings for families (such as ICM, Intakes, and Foundations meetings)
- Ensure all pertinent case management information is relayed to FRIS Family Development Programs Manager through clinical supervision
- Facilitate supported access visits for families on caseload if requested
- Make referrals for other identified services
- Stay current with legislated changes to the Child, Family and Community Service Act as well as others with relevance to the work
- Advocate for families to ensure the voice of the family is considered in the decision making processes and access to resources

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- Update and maintain confidential client files and ensure that all information collected complies with legal requirements and demonstrates non-judgmental language
- Provide service hours, progress reports, and statistical reports as per contract and maintain professional standards
- Participate in agency events and activities, as required (NIPD, Truth & Reconciliation/Orange Shirt Day) and other community events required by the organization
- Budget, manage and reconcile petty cash
- Attend workshops and training as required Fraser River Indigenous Society
- Use cultural practices that focus on the mind, emotion, body and spirit and recognize family strengths and assets
- Engage with Indigenous cultural teachings, seeking support for families from Elders' and Knowledge Keepers
- Work from a client / family and culturally safe focused perspective
- Attend community engagement meetings as requested by management
- Assist in the planning and facilitation of a variety of workshops, events and gatherings
- Other duties, as required
- Adhere to policies and standards of FRIS

Supervisor: _____
(Name and Title of Supervisor)

Employee Signature: _____
(Name and Title of Employee)

Date: _____

Date: _____