

Family Strengthening worker

Classification: Family Support Worker JJEP Grid Level 12

Permanent Full time: 35 hrs. (Monday-Friday with occasional evenings or weekends) -

Location: 200 11830 223rd and outreach

Date of Posting: October 22, 2025

This position is open to all qualified individuals and requires union membership.

Under Section 41 of the BC Human Rights Code, preference may be given to applicants who self-identify as Indigenous (First Nation, Métis, or Inuit). It will greatly assist us with screening if you refer in your application to your Indigenous identity. Recognizing the impacts of colonization on Indigenous people, it is your choice whether to volunteer information. We will hold your application in the strictest confidence, sharing it only with the hiring panel.

We are committed to the principles and practices of an inclusive and equitable employment process. We encourage applicants from communities which are structurally marginalized based on race, colour, religion, nationality, social or ethnic origin, sex, age, disability, sexual orientation, gender identity and/or expression. All qualified candidates are encouraged to apply. Only applicants shortlisted for interview will be contacted.

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.

REQUIRED QUALIFICATIONS:

- **Bachelor's Degree in related Human/Social Services**
- **Minimum 2 years recent experience working in family, child and youth services**
- **Standard First Aid w/CPR**
- **Must have valid Class 5 drivers license and own reliable vehicle**
- **Understanding and knowledge of Indigenous culture, trauma-informed practices, traditions, and socio-economic issues affecting urban Indigenous families**

REQUIRED ABILITIES:

- 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)
- 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.
- Criminal record check working with children and vulnerable people is a requirement of all employees of FRIS.
- Basic knowledge of the CFCSA Child welfare Act
- Basic knowledge of the Rights of the Child

REQUIRED PERFORMANCE:

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- 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 with 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
- 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

Closing :

To apply for this position please complete the Internal Employee Application Form and resume` and submit it, before the closing date, to the address below.

FRASER RIVER INDIGENOUS SOCIETY

11830 223rd Street (2nd floor)

Maple Ridge, BC.

V2X 5Y1

Email: FDmanager@frisociety.ca

Each applicant is responsible for ensuring that the Society receives his/her application by 4:00 p.m. on the closing date. Any application received past this time will be considered late. Candidacy of late applications will be considered as external candidates.