

Currently, we have a position open for:

Indigenous Infant and Child Development Consultant

Classification: Integrated Infant Development Consultant and Supported Child Development Consultant, (Pending Job Classification Review)

Grid Level 14-P-IDC/14-P-SCDC, Paraprofessional Wage Grid.

Permanent Full time: 35 hrs. (Monday-Friday with occasional evenings or weekends) - This position requires union membership.

Location: 200-11830 223 Street and outreach

Date of Posting: October 17, 2024

Closing Date: until the position is filled.

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 Indigenous Infant & Child Development (IICD) Consultant provides integrated services as outlined in the provincial Aboriginal Infant Development Program (AIDP) and Aboriginal Supported Child Development Program (ASCD) Guidelines. Consultants support First Nations, Métis, and Inuit children/youth and their caregivers to reach their full potential through a strengths-based, holistic, trauma-informed, and culturally responsive approach. The service is available for ages 0 to 19 residing in Pitt Meadows, Maple Ridge, and Katzie First Nation. The focus of the service is on health, intellectual, emotional, physical, and spiritual well-being. Services are provided in the home/community and include family support, provision of developmental and resource information, assessment, individualized activities for children and families, referrals/work with related agencies and professionals, caseload management, group/program facilitation, and work in regulated childcare settings for children/youth needing extra support in their physical, cognitive, communicative, social/emotional development, and/or behaviour. Consultants assess children/youth, determine a plan in collaboration with family and childcare providers, monitor progress, and may make recommendations for extra staffing supports.

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

Attention to Detail, Conflict Resolution, Health and Safety Leadership, Impact and Influence, Information Seeking, Professional/Technical Expertise, Innovation, Strategic Thinking

Qualifications:

- ***Degree in Early Childhood Education, Child and Youth Care, Special Education, or a related field. With (ECE) Certification, including Infant Toddler/Supported Child Development Certification and a current license to practice***
- ***Minimum 2 years experience working in Early Childhood Education***
- ***Experience and knowledge of Indigenous culture, traditions, history, and issues and the ability to work respectfully with Indigenous people***
- Working knowledge of the stages of early and childhood development and assessment tools
- Ability to identify childcare plans for children with support needs and to identify the extra support required in a childcare setting
- Demonstrated ability to provide non-judgemental, trauma-informed, family-centered service
- Knowledge of communities and community partners within Maple Ridge, Pitt Meadows, and Katzie First Nation or the willingness to learn
- Ability to build and maintain professional relationships
- Effective communication skills, both verbal and written, including report writing ability
- Demonstrates conflict resolution skills and the ability to de-escalate situations, shows initiative, and exercises sound judgment
- Demonstrated experience in effective case management (minimum caseload of 25)
- Experience in and knowledge of group processes and ability to apply facilitation techniques
- Demonstrated ability to work individually and with a team
- Demonstrated understanding of advocacy principles and processes.
- Demonstrated financial management skills
- Demonstrated understanding of legal responsibilities for Duty to Report
- Experience in a variety of software: Microsoft Office 365, E-mail, Internet, databases
- Valid Food Safe certificate
- Valid First Aid certificate, with Infant CPR (AED Level C,)
- Valid Class 5 BC driver's license and own reliable transportation; willing to obtain business insurance and liability coverage, clean driver's abstract required
- Clear criminal record check working with children and vulnerable people is a requirement of all employees of FRIS

Key Responsibilities:

- Ensure all services are delivered following Provincial AIDP and ASCD Practice Guidelines, IDP and SCD provincial policy, and A/IDP and A/SCD Consultants Framework of Professional Practice
- Promote and support traditional Indigenous cultural teachings and practice for families, agency, and community
- Maintain appropriate case management records and prepare written and oral reports
- Build professional supportive relationships and rapport with parents/caregivers, extended family, childcare, and school community of children and youth referred to the IICD program
- Make home and childcare centre visits to assess development and plan with parents/caregivers and childcare centre staff an ongoing support program to enhance optimum development and monitor progress
- Administer developmental screening and assessments such as, but not limited to: DAYC-2 Developmental Assessment of Young Children, Ages & Stages Questionnaires®: ASQ®:SE-2 &3 and write reports and recommendations as needed
- Communicate with parents/caregivers about the child/youth's growth and development
- Assist as requested by parents/caregivers with the development of plans that identify areas of focus for the child, family, and community settings
- Assist and support, when necessary, demonstrate the implementation of strategies and activities to meet goals and objectives
- Support parents/caregivers to make informed decisions
- Provide information, training, and support to parents/caregivers on advocacy and decision-making regarding their child/youth's development and care and attend ICM meetings
- Support parents/caregivers to coordinate services for their child/youth, and when necessary, manage coordination function
- Maintain good relations with and refer to other health and social service professionals who work with Indigenous families, such as, but not limited to Elders, Physical therapists, Public Health workers, Occupational therapists, Speech and language pathologists, Vision consultants and social workers
- Facilitate parent education sessions and groups including, but not limited to: APALS, Prenatal, Postnatal, and Infant Massage to increase parents' understanding of post-partum depression, Sudden Infant Death Syndrome, Shaken Baby Syndrome, sibling relationships, partner relationships, stress management, bonding and attachment and self-care, childcare and development incorporated with the Seven Sacred Teachings and Medicine Wheel Teachings
- Be a resource person for community baby clinics, prenatal and postnatal classes, health fairs, parenting groups and provide community presentations
- Support childcare/community settings to develop and implement inclusive philosophies, cultural practices, policies, and procedures
- Provide information to parents/caregivers on how to choose inclusive, quality childcare settings
- Assist and support with transition planning when there are changes for the child/youth/family, and/or in childcare funding, childcare setting, or from preschool to school
- Identify necessary adaptations to childcare centres and other environments to include children with support needs
- Develop, with parents/caregivers and childcare providers, a plan of support for the child

- Responsible for recording all visits and ensuring that parents/caregivers and professionals involved with the child are provided with appropriate documentation
- Recommend additional support required and other service deliverables to contribute to the development of the service agreement with the childcare providers by monitoring childcare deliverables and child attendance as required
- In coordination with the ECE Coordinator – Story Blanket Drop-in program, provide parenting support or information in areas such as nutrition, education, safety, injury prevention, play, reading, music, bonding and attachment, and ways of enhancing early brain development
- Identify toys, books, and community resources to promote child development
- Contribute to the monitoring and evaluation of all aspects of service within the team
- Plan and implement personal and professional development activities
- Contribute to planning processes to ensure appropriate equipment and resources are available to the team
- Actively participate as a team member in the creation of a supportive and dynamic environment
- Follow all relevant health and safety guidelines
- Participate in taking care of spaces by assisting with light cleaning duties including kitchen areas, meeting spaces, reception areas, and other common spaces
- Assist with program evaluation and quality improvements
- Participate in agency events and activities, as required, NIPD, Health & Education Fairs, Truth & Reconciliation/Orange Shirt Day, and other community events required by the organization
- Attend community engagement meetings, workshops and training as requested by Fraser River Indigenous Society
- Schedule subject to flexible work hours (evenings, and weekends) as well as flexible work location/environment within the region
- Adhere to policies and standards of FRIS, including confidentiality
- Support for the operations of the organization with responsibilities as assigned

To apply send a cover letter & resume to:

FRASER RIVER INDIGENOUS SOCIETY

11830 223rd Street (2nd floor)

Maple Ridge, BC. V2X 5Y1

Email: info@frisociety.ca

Under Section 25 of the Constitution Act and Section 16 (1) of the Canadian Human Rights Act FRIS will give preferences to Indigenous peoples. Only short-listed candidates will be contacted