



## Team Lead C6 Delegated Social Worker Job Opportunity

Northwest Inter-Nation Family and Community Services (NIFCS)

**Building Strengths  
Empowering Others  
Keeping Children Safe and Connected to their Families & Traditions**

If these statements resonate with you, please consider this opportunity to join the [NIFCS](#) team as a Full Time Team Lead C6 Delegated Social Worker in Terrace, British Columbia.

**Position Summary:** Reporting to the Practice Lead, the Team leader C6 Delegated Social Worker is responsible for the management of providing culturally appropriate integration of services to families within the parameters provided by the BC Child, Family and Community Services Act and the Aboriginal Operational and Practice Standards and Indicators (AOPSI). The successful candidate will use a holistic and healing approach to assist and support staff to provide families in bringing growth in their lives. The Team Leader will work collaboratively with NIFCS delegated staff to develop strategies for problem-solving, conflict resolution, parenting skills, home management, and other relevant life skills.

### **Primary Responsibilities and Duties:**

Review and approve case decisions and monitor staff compliance with legislation and delegated authority.

- Monitor the effectiveness and standard of services provided by the team within each community.
- Establish service priorities, evaluate current programs in relation to these priorities and ensure the development of appropriate resources and programs to meet identified client/community needs.
- Contract for resources and services by negotiating and/or approving case-specific contracts.
- Provide comprehensive case' consultation, case direction, and close monitoring of all aspects of social work practice, especially on protection decisions, the presentation of evidence in court and related court procedures.
- Interpret and instruct staff on the intent of policy, agency mandate and philosophy, Acts, regulations, and procedures.
- Provide staff with on-the-job training to complement and integrate core training and identify additional training needs to ensure staff acquires the range of knowledge, skills, and abilities necessary to serve the client population.
- Establish and communicate performance expectations to staff, establish individual performance goals, and evaluate staff performance annually.
- Model good social skills when assisting new staff.
- Conduct public speaking engagements and establish community relationships in the local area.
- Clarify referral processes and criteria with relevant local agencies.
- Liaise with other provincial, federal, and municipal agencies and special interest groups and identify overlapping program areas and coordinating services.
- Ensure the establishment of local inter-agency committees to facilitate and coordinate case management.
- Assist the community to develop residential and non-residential resources.
- Identify and evaluate local trends, needs, issues, and develop plans or recommend program initiatives or changes to address them.
- Perform other duties within the scope of the position, as assigned.

**Basic Qualifications**

- All employees of NIFCS are required to submit a Criminal Record Check with Vulnerable Screening, comply with the Occupational Health and Safety Act (OHSA), its regulations and all occupational health and safety policies and procedures. Further, to work evening and flexible hours and attend cultural awareness training, among other training.
- Preference will be given to those candidates with C6 Child Protection Delegation.
- *Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.*

**Education / Work Experience**

The successful candidate must have the following:

- A MSW or BSW degree
- Minimum 3 years' experience working with an Indigenous community.
- Demonstrated ability to develop strong and positive relationships with children, parents, foster parents or other caregivers.
- Excellent verbal and written communication skills.
- Ability to work under pressure with professionalism.
- A willingness to travel to provide backfill to our satellite offices on an as-needed basis.
- A valid class 5 BC driver's license.

**Compensation & Benefits**

- You can expect a supportive work environment, a total compensation package that includes a competitive wage, extended health and dental benefits.
- This is a Bargaining Unit position and is open to all genders.
- The wages are paid in accordance with the current collective agreement.
- An eligibility list may be established to fill permanent and/or temporary vacancies.

**Submission Deadline:**

- Open until filled
- We invite all interested parties to apply by emailing your cover letter and resume in the strictest confidence to the Human Resources Department at [hr@nifcs.org](mailto:hr@nifcs.org).