

EMPLOYMENT OPPORTUNITY

Island Métis Family & Community Services Society provides a variety of support programs to Métis children and families living in the greater Victoria area. Currently, IMFCSS is accepting employment applications for the following position:

Guardianship Social Worker (Full-Time Position)

Minimum qualifications, ALL of which must be met in order to be considered for the position:

- Bachelor's Degree or higher in Social Work or Child and Youth Care or Master of Education in Counselling Psychology/Master of Arts in Counselling Psychology with completion of a practicum in family and child welfare or;
- Bachelor's Degree in a Human Services field or Bachelor's Degree with a Major/Honors in a Human Services or Master's level graduate Certificate/Diploma in a Human Services.
- In depth knowledge of culturally rooted, wise child welfare practice and family support principles.
- Working knowledge of the Child, Family & Community Services Act (CFSCA) and other legislation relevant to Child protection work.
- Strong knowledge of AOPSI, Family Law Act, Adoption Act and Public Guardian Trustee Act.
- Knowledge of community support and services available to urban Métis children, youth and families and how to access them.
- Knowledge of the judicial and criminal justice systems and their processes.
- Knowledge of mental health and addiction related issues and how they impact children, youth and their families.
- Knowledge of child/youth health related issues such as autism, FASD, ADHD, PTSD, etc.
- Ability to work collaboratively and from a culturally rooted place with co-workers, knowledge keepers, children and youth and their families, Nations, caregivers, government partners and various agencies within the Métis community.
- Strong planning skills.
- Ability to adapt to changing priorities.
- Ability to maintain a high level of confidentiality.
- Ability to work independently as well as working within a collaborative team framework.
- Knowledge of Indigenous cultures and contemporary issues affecting Indigenous peoples, and the resultant trauma, child welfare and institutional impacts on Indigenous families, preferably Métis.
- Respect for Indigenous people and culture.
- Successful candidate will be subject to criminal record review, police record check and other reference checks.
- Must possess and maintain a valid class 5 driver's license and reliable transportation required.
- Excellent organizational, record-keeping and management skills.
- Proficiency in the use of computer software, including MS Office (Word, Excel and PowerPoint, Outlook). Proficiency in ICM, MIS and the ability to create statistical reports an asset.

Experience:

- Minimum of two (2) years of recent related or job-specific work experience.
- Preferably two (2) years of delegated experience, which includes experience in Guardianship & Permanency Planning or in Child Protection.
- Preferably hold or be immediately eligible to obtain C4 delegation under the Child, Family &



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Community Services Act (CFCSA).

- Experience working with children, youth, young adults, and families experiencing multiple barriers (multiple placements, homelessness, poverty, mental health, addiction, trauma, etc.).

Benefits:

- Vacation: Starting at 15 vacation days a year.
- Sick Leave: 12 sick days per year.
- Participation in a defined benefit pension plan with the Municipal Pension Plan.
- Medical Services Plan.
- Optional Extended Health & Dental benefits.
- Closed all statutory holidays.

Location:

- At the office of Island Métis Family & Community Services Society, located at 345 Wale Road, Victoria. Outreach work is expected.

Normal schedule of work is 35 hours per week, performed Monday to Friday between the hours of 8:30 AM to 4:30 PM, with the schedule to be set in collaboration with the Team Leader and Executive Director and based on program need. Hourly rate is between \$42.89 - \$48.88 per hour.

In accordance with *Section 41* of the *Human Rights Act*, preference may be given to persons of Métis ancestry. *This position is open to male, female and gender diverse applicants.*

A complete Job Description can be provided upon request.

Interested people are invited to submit a **cover letter** and **resume as a single document (PDF or Word file)**, clearly outlining how they meet **all** of the above qualifications for this position to:

Paulina Galván
Island Métis Family & Community Services Society
345 Wale Road, Victoria, BC V9B 6X2
Telephone: 250-391-9924
Email: paulinag@metis.ca

This posting is open until the positions are filled.