

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.

Team Leader Program Manager (Full-Time Position)

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

- Master's Degree in Social Work or Child & Youth Care; Bachelor's Degree in Social Work or Child and Youth Care; Bachelor of Arts in a related human services field.
- Bachelor's Degree with a Major/Honors in a Human Services field or Master's level graduate Certificate/Diploma in a Human Services field after the completion of an unrelated Bachelor's Degree.
- Working knowledge of the Child, Family & Community Services Act (CFSCA) and other legislation relevant to Child protection work. Knowledge must be current, within the last two years.
- In depth knowledge of culturally rooted, wise child welfare practice and family support principles.
- Ability to manage and mentor a team of Social Workers and professional staff.
- Ability to mentor trauma informed practice approaches within a multidisciplinary team.
- Strong leadership and people management skills with the ability to inspire, motivate, delegate and operate effectively in both structured and unstructured environments.
- Well-developed problem solving and analytical skills.
- Knowledge of Indigenous cultures and contemporary issues affecting Indigenous peoples, and the resultant trauma, child welfare and institutional impacts on Indigenous families, preferably Métis.
- Knowledge of community support and services available to urban Métis children, youth and families and how to access them.
- 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.
- Skilled at mediation with the ability to de-escalate challenging and sometimes volatile situations using both traditional and mainstream approaches.
- Well-developed written and verbal communication skills.
- Excellent organizational, record-keeping and management skills.
- Strong planning skills.
- Ability to adapt to changing priorities.
- Ability to maintain a high level of confidentiality.
- Ability to work independently with minimal supervision as well as working within a collaborative team framework.
- Proficiency in the use of computer software, including MS Office (Word, Excel and PowerPoint, Outlook), ability to create statistical reports.
- A valid Class 5 driver's license and a reliable vehicle are required.
- Successful candidate will be subject to a criminal record review, police record check and other reference checks.

Experience:

- Three to four years recent, and directly related, experience in family and child welfare



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(depending upon degree), preferably in an Indigenous organization.

- Must have previous supervisory experience, with preference given to applicants with recent experience (within the last two years).

Benefits:

- Vacation: Starting at 20 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.

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 set at \$54.64 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.