



Nisga'a Lisims Government

T 250 633 3000 / F 250 633 2367
TF 1 866 633 0888
PO Box 231 / 2000 Lisims Dr
New Aiyansh BC / Canada V0J 1A0

JOB POSTING

POSTED: January 28, 2025 **CLOSES: February 14, 2025** NISGAANATION.CA

POSITION: Child Protection Worker (C-6 Delegation)
SALARY RANGE: Commensurate with Experience and Qualifications and in Accordance with NCFS Wage Matrix
Reports to: Child Protection (C6) Team Lead, Nisga'a Child and Family Services
HOURS: 35 hours per week **TERM:** Permanent Full-time **LOCATION:** New Aiyansh, BC

JOB SUMMARY: The objective of our Program is to ensure the safety and well-being of children and to work towards the preservation of families. The Child Protection Worker's goal is to ensure the safety and wellbeing of children while helping to preserve the family unit, providing preventative support and maintenance programs to preserve families where possible. The Child Protection Worker assesses risk to children, creates and implements casework plans, provides services which foster the family unit, makes referrals for other community resources, assesses and monitors temporary and permanent placements for children, participates in Family Group Conferences and Family Case Planning Conferences, Mediation and other dispute resolution mechanisms, and maintains case records, in accordance with the Child, Family and Community Service Act.

The Child Protection Worker develops positive working relationships with community groups, agencies, and providing public education at the community level. At Nisga'a Child and Family Services (NCFS), we are seeking child protection social workers with C6 delegation or is able to obtain C6 Delegation and who can demonstrate a commitment to transform child welfare services for Indigenous People by applying the principles of reconciliation in their practice.

DUTIES:

- The Child Protection Worker is responsible for ensuring the safety and well-being of children through least intrusive, trauma-informed and restorative child welfare practices
- Responds to and investigates any report about a child's need for protection and determines further action or service as necessary
- Analyzes safety and risk through assessment and develops a risk reduction plan
- Arranges short and long term care through foster care
- Maintains documentation and reports in accordance with legal requirements, policies and procedures within established timeframes
- Consults with legal counsel, submits all documentation to support the application, and complies with terms and conditions of access; completes applications for court orders; requests police assistance when required
- Offers, refers and convenes family conferences as appropriate assisting families to plan for their children's well being
- Utilizes mediation or other dispute resolution mechanisms as a means of resolving issues.
- Monitors and evaluates progress towards established goals and co-ordinates services.
- Attends Child Protection meetings; Provides explanation to child of why they are in care and involves child in ongoing planning
- Maintains the involvement of the natural parent where possible and ensures the natural parent receives assistance in increasing their parenting skills; Respects the families need for privacy and the right of confidentiality;
- Promotes and enhances clients access to Nisga'a culture and language opportunities, as well as demonstrates understanding of Nisga'a culture;
- Other duties as assigned or required

Qualifications, Skills & Experience:

- A Master's degree in a related human service field or a Bachelor of Social Work Degree (BSW), plus one year of related experience is preferred in a social work, child safety environment. A recognized diploma in the human services field, plus 3 years' experience in a social work, child safety environment may be considered. Preference may be given to candidates who possess a BSW or related degree with work related experience. Preference will be given to candidates with C6 Delegation obtained within the past two years. Candidates without C6 Delegation will be required to obtain, or



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- Related degree such as degree in a related human services field such as: Psychology, Sociology, Criminology, Anthropology, Early Childhood Education, Theology, Indigenous Studies, Education, or Nursing, plus 3 years' experience in a social work, child safety environment may be considered.

KNOWLEDGE, SKILLS AND ABILITIES:

- Solid understanding of the history of colonization and the impacts of intergenerational trauma.
- Able to create an environment where open, honest communication is valued and develops strong, cooperative relationships
- Plans and organizes time effectively to meet child protection standards.
- Takes the initiative to identify new challenges or opportunities
- Excellent interviewing and needs assessment skills
- Proven ability to establish and maintain effective working relationships with peers and colleagues
- Ability to interpret and apply Provincial legislation relevant to Child Protection.
- Proficiency in the use of computer programs for word processing, email, and the internet to the intermediate level
- Good oral and written, interpersonal and communication skills
- Knowledge of all areas of child development, family dysfunction, the origin and effects of child abuse and neglect
- Recognizes and respects all cultural diversity and has knowledge of Indigenous culture, preferably Nisga'a culture
- Experience in delivering delegated child protection services within the Indigenous Community is highly preferred.
- Recovers from or adjusts readily to change and challenging circumstances.
- Maintains composure and emotional balance when working with children, families, agency employees and community partners.

Other:

- Travel in this position is required
- Have a sincere commitment to invest in relationships and community, practicing from a place of connection
- Must be able to be part of the afterhours response team for weekend work.
- Must be able to obtain and maintain a Criminal Records Check
- Must have a valid BC Driver's License; a driver's abstract is also required
- Must be able to obtain and maintain Delegation and must consent to a Prior Contact Check

Applicants are required to submit a resume with cover letter describing their qualifications and related experience prior to **5:00 pm on February 14, 2025**. We thank all applicants for their interest, however, only those selected for an interview will be contacted. Please be advised that social media checks are part of the recruitment process.

APPLICATIONS MAY BE DIRECTED TO:

Nisga'a Lisims Government Attention: Human Resources Department
P.O. BOX 231, New Aiyansh, B.C., V0J 1A0
Email: hr@nisgaanation.ca