



Penticton Indian Band

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 Penticton, British Columbia
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Position Title:	Family Preservation Worker	Classification:	8
Department:	Social Development	Type:	Specialist Non-supervisory
Status:	(3-month Term), Full-Time	Hours of work:	35 Hours per week
Responsible To:	Family Preservation Team Lead		
Location:	"Sn̓x̓astw̓ilx̓tn Centre" 198 Outma Squilxw Place, Penticton BC, V2A 6J7		

Job Summary:

To provide home support services to at-risk families, adolescents and children. The focus of this service has been on strengthening the family through planned intervention strategies, with emphasis placed on ensuring children’s safety and enhance overall family capabilities. Caseload must be referred by Penticton Indian Band Social Development Manage or Ministry of Children & Families Department.

Core Competencies:

- In-Home Services to Families
- Community education, focusing on parenting
- Case Management and services
- Anger management for teens and adults
- Provide Reports
- Provide Annual Plan

Duties/Responsibilities:

Job Responsibilities and Work Performed

- To ensure the child’s safety and wellbeing for children in the home.
- To help families gain skills to solve current and future issues regarding risks to children.
- Facilitate training and education for families and parents.
- Provide short term intensive counseling for families.
- To work directly with families in addressing risk factors.
- To prevent out of home placements when necessary by using intensive counseling.
- Help stabilize families dealing with situations of abuse.
- To promote self-sufficiency and minimize dependency
- Complete home studies for foster care.
- Work with families and extended families on home studies.
- Assist Clients seeking help from other community resources.
- Support the process for families to gain access to need resources.
- Teach families the skills and competencies necessary to protect children against abuse or neglect

- To aid in transportation to meet teaching and counselling obligations

External Obligations

- To accompany Ministry of Children and Family Development (MCFD) for visits.
- To operate primarily in the families homes.
- Provide culturally appropriate support for families.
- To ensure the abilities to reunite aboriginal families in a safe environment.

Reporting

- Reports to Social Development Manager.
- Interacts with provincial ministries (MCFD).
- Liaises with support providing agencies on case-to-case basis.

Accountability

Deliverables and the standards

- Ensuring ongoing safety of PIB children and Families.
- Addressing the risk factors that precipitated the need of removal of children.
- Use and in-home, short term counselling process.
- Train families with practical and applicable skills that address specific issues.
- Teach parenting skills.
- Teach coping and communication skills.
- Assist in developing integrated social network for family support.
- Assist in parents to seek help and assistance from other parents if appropriate.
- Work with programs that are designed to build on family strengths and unity within the context of their culture and community.
- Prevent, reduce, or eliminate behaviors, environment barriers and community conditions which may place children, families or the community at risk.
- Measure progress against program metrics to monitor community progress such as number of children entering foster care.

Reports to be completed

Keep records and reports on client family activities;

Accept cases from referral agencies;

Provide quarterly and annual reports of statistics and staff activities to:

- MCFD.
- Chief and Council.

Departmental operations manual(s) to be used

- Social development department policy and procedure manual.
- Human Resources' Personnel Policy.
- Ministry of Children and Family Development guide.

- Aboriginal Association of Social Workers mandate.

Relationships

Supervision Received and Given

Self-monitored;

Debrief and case reviews are completed within the department with Director and support staff as needed;
Mandated maximum of 8 family case-loads.

Decision Making

The director, the caseworker, and the Family work collaboratively to make decisions while maintaining objectivity and fairness.

Level of exercising judgement

Judgements are not made without collaboration or seeking a second opinion.
Must make appropriate assessments of cases.

Qualifications/Requirements:

Minimum Academic/Educational Requirements

- Bachelor of Social Work Child Welfare Degree

Other Certification, Licenses, Designations and/or Training

- Anger Management Course
- Substance Abuse Course
- First Aid

Proficiency designation requirements

- Valid BC Driver's License Class 5

Minimum Level of Experience

- 1 to 5 years

Skill levels Necessary

- Microsoft Word
- Excel
- Power Point
- Email
- Internet use

Management Ability

- Time management
- Confidentiality

- Leadership skills
- Able to listen well
- Be familiar with available resources
- Be visible within community

Working Conditions

Safe working environment.

Drug and Alcohol free workplace.

Working Conditions:

Harmful or dangerous materials/activities

- Driving
- Stressful case situations

Assets:

Personality Traits (Required to be successful in position)

- Family focused
- Dedicated to work with families
- Respect for all others
- Flexibility to meet changing needs
- Non challenging approach to people
- Do not work personally
- Outgoing

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

Deadline:

4 pm, February 10th, 2021

Send your Resume to Senior Manager, Human Resources

Rory Gabriel at jobs@pib.ca