WANTED IMMEDIATELY: SOCIAL WORKER

Title: Social Worker
Supervisor: Band Administrator
Salary: negotiable, competitive benefits package, professional development budget available, relocation allowance*
Hours of Work: Full Time, regular office hours Monday – Thursday 8am-4pm; Friday 8am-12pm
Start Date: Immediately

JOB OVERVIEW
Tsal’alh, one of 11 communities in the St’at’imc Nation, is seeking a knowledgeable, supportive and professional individual to join our team in Tsal’alh Government as our Social Worker. Tsal’alh is working on Child Welfare and Protection Laws under Bill-C92 legislation, and while those Tsal’alh Laws are under development, there is a need to ensure that work is being done with Tsal’alh Children and Families. Tsal’alh believes in support, education, culture and prevention, and importantly, keeping our children safe in protective, caring environments.

Social Workers, especially Child Protection Workers, specialize in developing plans with families to ensure the safety of children and youth through assessment and collaboration. They receive, assess and respond to concerns of child abuse and neglect by interviewing parents, children and youth, assessing strengths and needs, working with appropriate agencies, developing safety plans and determining if children or youth are in need of protection. When the Tsal’alh Social Worker is not on call and working on safety plans, the Social Worker will be organizing prevention and education activities and workshops for individuals, families and groups. The Tsal’alh Social Worker reports to the Tsal’alh Administrator.

ACCOUNTABILITIES
- On behalf of Tsal’alh, receives, assesses and responds to concerns of child abuse and neglect. Subsequent actions may include referrals to community services, providing ongoing support services or more intrusive actions that involve moving the child to an in care or out of care placement and/or court processes.
- Communicates and works together with children, youth and families, developing trust and rapport; providing a place where clients can feel safe when communicating or working through issues.
- Works respectfully and collaboratively with Tsal’alh Government, other Indigenous communities and partner organizations and resources to support children, youth and families, providing recommendations and follow-up as needed.
- Supervise Social Development Staff including Income Assistance Worker, Family Support Worker, and works together with other Tsal’alh Government, Health Centre, and School Staff as needed.
On behalf of Tsal’alh, acts as the legal guardian of children in care by assessing the child’s strengths and needs regarding permanency, identity, placement, health, legal, education/social recreational activities and self-care/independence skills.

Work with/support families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.

Works together with Tsal’alh Government and Staff to curate culturally-appropriate and age-appropriate resources and information for Tsal’alh children and youth in care.

Innovative in offering support and activities to clients, may include but not limited to: online parenting support groups, online classes, social media communications for activities; referrals to online, or telephone or virtual supports, activities or resources; plan and organize prevention and education activities.

Complete case notes on all case activities, and maintain up to date documentation for children care files.

Provides monthly reports to Tsal’alh Administrator in a format that is both narrative, and statistical, keeping privacy, confidentiality and client safety and integrity in heart and mind, also keeping the Administrator informed of key issues and serious occurrences.

**JOB REQUIREMENTS**

**Education and Experience:**
- Bachelor’s Degree or higher in Social Work, or Bachelor’s Degree or higher in Child and Youth Care; OR Equivalent Relevant Education and
- Minimum 2 years post-degree related experience, preferably with First Nations clients

**Knowledge, Skills and Abilities:**
- Strong understanding of social, economic, political and historical concerns in Indigenous communities.
- Knowledge of issues and challenges of working in a child safety environment.
- Knowledge of key issues affecting delivery of services in multicultural environment.
- Knowledge of Indigenous issues as they relate to child welfare.
- Ability to provide high level of care, guidance and support to children, youth, caregivers and families.
- Ability to handle crisis and crisis intervention.
- Ability to handle unpleasant and emotionally charged situations.
- Ability to work under stress/pressure.
- Ability to communicate in an appropriate manner orally and in writing.
• Ability to effectively use standard computer applications.

Willingness Statements:
• Must possess and maintain a valid BC class 5 driver’s licence.
• May be required to use own vehicle on an expense account basis.
• Travel is a requirement, must be willing to travel regularly, this may include travelling in winter road conditions to remote locations.
• May be required to work evening/weekends.
• Ability to relocate to Tsal’alh Community.
• May be exposed to unpleasant dealings in emotionally charged situations.

Competencies:
Cultural Agility, Listening, Understanding, Responding, Information Seeking, Planning, Organizing, Coordinating, Self-Control, Conflict Management, Proactive, Analytical Thinking, Community-minded

Scale and territory indicators:
Tsal’alh is in the business of providing community service to band members and residents. Tsal’alh is a remote First Nations Community located in the Interior Region of BC with approximately 340 residents on reserve. Tsal’alh is accessible year-round by road, weather permitting. Tsal’alh is located in areas more known as Shalalth and Seton Portage, in neighborhoods along 2 beautiful lakes, surrounded by scenic mountains. The nearest towns are Lillooet and Pemberton. Tsal’alh is a 3.5 – 4 hour drive away from either Kamloops (east) or Vancouver (west). Tsal’alh has affordable duplexes and houses available to rent.

Our community Website can be accessed at: tsalalh.net

Along with your resume and cover letter, please provide the following:
• Proof of Good Standing with BC College of Social Workers AND/OR Degree and Transcripts
• 3 Reference Letters (2 from recent employers)
• Criminal Background Check

Please apply to:
Attn: Crystal Branget, Administrator
Tsal’alh Government
1355 Shalalth Drive, PO Box 76
Shalalth, BC V0N3C0
Ph: 250-259-8227  fax:250-259-8384
Email: adm.tsalalh13@gmail.com

We thank everyone who applies to join our team – however only qualified, selected applicants will be considered and contacted. This position will remain posted until filled. Please contact Crystal Branget, Tsal’alh Administrator at adm.tsalalh13@gmail.com for more information about the position description, additional accountabilities and more information about equivalent education and experience that we will consider.*