



Position Title: FASD Keyworker
Reports to: Sr. Program Director
Classification: Permanent Part/time, 18.75 hours per week (fixed, schedule to be determined)
Salary: Range \$24-\$26 per hour
Location: Surrey, Circle 5

Program Summary

FASD & Key Worker Support Services provides support to Indigenous families of children and youth under the age 19 with complex developmental behavioural conditions (CDBC) including Fetal Alcohol Spectrum Disorder (FASD) and similar neurodevelopmental conditions in the Circle 5 Region. The FASD Keyworker can provide services to the family in their home; liaise with schools, as well as other environments where the child interacts. Using the positive behavior support model, families are supported to address challenges, access resources, teach skills and ensure families have an ongoing network of support.

Program Goal/Service Principals: The FASD Key Worker aims to enhance and maintain the stability of families, and to support inclusion of children and youth in family, school, and community life. Our services follow the FASD Key Worker program standards determined by the Ministry of Children and Family Development (2009). FASD Key Workers:

- Uses a family-centered approach
- Uses a cultural safety framework when working with Aboriginal families and communities
- Build on children's/youth's and family strengths
- Is a community resource on FASD
- Develops and strengthens community networks

Position Summary:

Key Worker assists families in understanding FASD by providing education and information specific to the needs of the child and family. They are familiar with community resources, assist families in accessing support, health and education services and work collaboratively with the family to develop Positive Behavioral Support plans. The FASD Key Worker is a resource to communities on FASD, and work to reduce stigma and increase access to services. They also provide emotional and practical support to families. Key Worker recognizes that each family is unique and can build on a family's strengths. A Key Worker works with parents, caregivers, family members and service providers in identifying ways to adapt the child's environment in response to the child's needs. The FASD Key Worker also strives to empower the family to become their own best advocates for their child. Key Workers supplement and enhance, but do not replace, existing community resources.

The FASD Key Worker will have extensive knowledge about FASD and possess the necessary skills required to assist families in meeting the needs of their children. The FASD Key Worker strive to maintain current knowledge about best practice and are committed to life-long learning to enhance their work with families. The FASD Key Worker understands and ensures that the service plans are collaborative, suitable and supportive to the families need and ability to implement.



Job Duties/Responsibilities:

- With the supervision of the Coordinator and Clinical Supervisor, The FASD Key Worker will work with several families with a variety of needs (neurodevelopment & complex behaviors).
- Make home visits to families and provide education and support about FASD and similar neurodevelopmental delays that is specific to the family's needs.
- Will provide information to families about services they may find helpful.
- Provide resource materials to parents/guardians on ways to blend traditional Aboriginal cultural practices and contemporary parenting practices effectively.
- Will work with families to liaise with different agencies or service providers through the referral process and on an ongoing basis
- Will coordinate information and services where required and ensure that various service providers are consistent in approach and with the families' wishes
- Will hold Careteam meetings, and teach families and community members how to run Careteam meetings, as requested by the family
- Teaches families how to do a functional assessment of behavior including how to describe behaviour, how to observe and take data on behaviour, and how to understand the factors influencing behaviour, such as the physical environment, time of day, child's level of fatigue or hunger, child's schedule, child's communication abilities, persons interacting with the child, and what happens immediately following the behaviour
- Summarizes functional assessment, describing data collected and logically links assessment data to a hypothesis regarding the function of the behaviour. Records this information in behavioural support plan OR Family Action Plan in a clinical and family-centred manner
- Attend medical appointments for the child with the family when culturally appropriate or requested by the family.
- Work in conjunction with other professionals and early intervention services to support the child and family through family centred practice.
- Strengthen and support Aboriginal families in their role as decision makers on behalf of their children and themselves.
- Will assist in promoting prevention and safety messages to families and the community.
- Be a resource person to parents and blend traditional and contemporary parenting practices and connect parents with other programs that FRAFCA offers such as the AECD parent drop-in, Aboriginal head start program and Pre and Post-natal groups and Family Night.
- Will collect program data as required and provide Coordinator with required information
- Participate in monthly case management meetings and staff meetings.
- Attend staff in-service workshops/external training opportunities as directed by Program Manager.
- Possess strong time organization, oral and written communication skills and can keep ongoing accurate client records and monthly reports.
- Attend culturally appropriate information training sessions to enhance knowledge and education.
- Education sharing to address the issues faced by the parents and families who have children with exceptionalities.
- Other duties as required.



Qualifications/Skills:

- ✓ An undergraduate degree in a related field (i.e. child and youth care, early education, social work, etc.). An equivalent combination of education and related experience may be considered including years of service in the field, demonstrated experience, and combination of other relevant certifications as outlined below.
- ✓ Experience working with families and children with behavioural challenges
- ✓ Knowledge and skills required to assess behaviour, develop strategies, and develop support plans
- ✓ Knowledge of FASD and Complex Behaviours
- ✓ Knowledge of services available in the community
- ✓ Experience or knowledge of counselling
- ✓ Well developed interpersonal, oral and written communication skills.
- ✓ Competent Computer skills in Word, Publisher, Excel. Familiar with Data base programs
- ✓ Ability to work independently and as a member of a team in a professional manner
- ✓ Strong organizational, time management and general management skills
- ✓ Strong commitment to a family-centered philosophy
- ✓ Ability to work independently and as part of a team in consultation with other professionals.
- ✓ Familiarity with Aboriginal culture, language and traditions an asset, as well as extensive knowledge of social-economic issues effecting urban Aboriginal children and families on and off reserve a requirement.
- ✓ Adhere to FRAFCA's Code of Ethics
- ✓ Hold a valid Class 5 BC Driver's license and have own reliable vehicle.
- ✓ Criminal record and review checks are required for all employees of FRAFCA.

APPLICATION PROCEDURE

Please send your (1) resume; and (2) cover letter by fax, mail, hand delivery or email marked attention, Annette Christopher at:

Email: hiring@frfca.org

Fax: 604.595.1176

SNAIL Mail: A101-10095 Whalley Boulevard, Surrey, BC V3T4G1

1. Identify the position (**FASD**) you are applying for in the subject line of your email; fax, and **COVER LETTER**.
2. We thank all that apply, but only those selected for interview will be contacted.

Pursuant to S.41 of the BC Human Rights Code, preference will be given to Aboriginal applicants.