



VANCOUVER ABORIGINAL CHILD & FAMILY SERVICES SOCIETY

Our Children, Our Future, Our Responsibility

Family Preservation and Reunification Manager

At VACFSS, we ensure that the rights, safety, well-being and spirit of Aboriginal children and families are upheld, honored and protected. We strive to eliminate oppression, discrimination and marginalization within our community. We acknowledge and honor the inherent wisdom, capacity and resourcefulness of our community in designing programs and services to care for our own children and families. Accordingly, we are dedicated to planning, developing, and implementing creative and innovative Aboriginal programs and services in collaboration with members of our community and other agencies.

Position Overview

Job Title:	Family Preservation and Reunification Manager	Employment:	Regular full-time (Excluded)
Location:	745 Clark Drive, Vancouver BC	Salary:	\$84,500.00 annually
Hours:	8:30 – 4:30 Monday to Friday	Posted Date:	October 23, 2017
		Closing Date:	Open until filled

The Family Preservation and Reunification Manager reports to the Director of Programs and is responsible for services which consist of Family Preservation and Reunification intervention and in home support services for VACFSS families and children and youth in care. The position is responsible for the day-to-day management of the program including and coordination in the development, implementation, and evaluation of the services offered. In addition, the position ensures integration and collaboration with the other VACFSS program areas. The Manager provides vision, direction, guidance and leadership. The Manager also performs a range of supporting, monitoring and quality assurance functions with respect to the delivery of support services and integrating culturally sound practices to our diverse Aboriginal children and families.

Services consist of two Family Preservation teams, a number of In Home Support Services, cultural education programs, and culturally grounded Group Family Support/Strengthening programs. Family Preservation Counsellors provide intensive family preservation and reunification interventions that support the VACFSS Child Protection and Guardianship teams through client engagement, assistance with concrete needs, and strengthening parenting capacity through individual and group counselling. Individual therapeutic intervention is integral to the continuum of family preservation and reunification services; all interventions are informed by Aboriginal peoples' history, intergenerational factors within a child developmental and Aboriginal traditional teachings and practices to parenting.

This position requires ongoing evaluation, policy development, implementation and training of staff to ensure that it is congruent with a trauma informed approach to healing for children, youth and families within the VACFSS child and family service system. The successful applicant will manage the Integrated Services strategic priorities including program planning, accountability to agency standards and policies, budget tracking and management, staffing and partnership with the community with the goal of securing accessibility to services. Other duties and responsibilities may be assigned from time to time, consistent with your qualifications and experience for a management position.

Additional Skills

- Experience working in an Aboriginal agency with strong knowledge of Canada's Aboriginal people
- Advanced knowledge of Child, Family and Community Services Act and related legislation, policies, provincial and government systems
- Demonstrates a practical working knowledge of Contract Management in relation to the Integrated Services Program
- Experience working in not-for-profit organizations
- Knowledge of development of operating and capital budgets
- Human Resources Management in a Union environment preferred
- Proficient with Microsoft Office
- Strong analytical and problem solving skills
- Ability to have flexible working hours during time-sensitive periods essential
- Strong organizational skills
- Ability to effectively lead and manage a diverse group of people
- Excellent written and oral communication skills
- Effective work skills – conscientious, persistent, resourceful, productive and active

A comprehensive position profile will be available to candidates shortlisted for the position.



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QUALIFICATIONS

Education and Experience

- Master's level of education; MSW or MA Clinical Psychology; and
- A strong child welfare foundation with 10 years of experience in child and family services including recent child protection experience; with
- A minimum of 5 years clinical supervisory experience

Other requirements:

- A valid BC Driver's Licence and access to a safe, reliable vehicle
- Training in leadership and management preferred
- Successful completion of a Criminal Records Check required
- Member of BCACC as a Registered Clinical Counsellor (RCC) or member of BCCSW as a Registered Clinical Social Worker (RCSW) preferred, or eligible to become a member

APPLICATION PROCESS:

This position will remain open until a successful candidate is hired. Interested applicants may apply by completing the VACFSS Application (<https://vacfss.wufoo.eu/forms/r1dbtk6v16t2lzf/>) on the Employment Opportunities webpage at www.vacfss.com. Please complete the form and attach your cover letter and resume. We thank all candidates for their interest; however, only those selected for an interview will be contacted.

Preference may be given to Aboriginal applicants for this position as per Section 41 of the Human Rights Code.