



## Surrounded by Cedar Child & Family Services

### Employment Opportunity

#### One Year Position

<b>JOB TITLE:</b>	Cultural Continuity Worker	<b>JOB STATUS:</b>	Full-Time, Temporary, One Year Position
<b>DEPARTMENT:</b>	Delegated Programs	<b>REPORTS TO:</b>	Guardianship TL
<b>JOB SUMMARY:</b>	Under the supervision of the Guardianship Team Leader, and alongside the Guardianship & Permanency Planning Social Workers, the Cultural Continuity Worker is responsible for supporting the connection of urban Indigenous children and youth in care to their traditional territories and for providing meaningful cultural and language support within the child/youth's foster home.		

Located on the traditional territories of the Lkwungen People, Surrounded by Cedar Child & Family Services' (SCCFS) vision is of healthy children who will grow up connected to their families, communities and cultures. As an urban Delegated Indigenous Agency, SCCFS is committed to providing child welfare and support services that are rooted in strong cultural values and beliefs while focusing on the enhancement of resiliency in the urban Indigenous community.

Surrounded by Cedar receives its delegation through the Provincial Director of Child Welfare, who gives the agency the authority to undertake administration of parts of the *Child, Family and Community Service Act*. Under its current delegation agreement, Surrounded by Cedar is able to administer C4 services (Guardianship). As part of its responsibility in caring for urban Indigenous children and youth in continuing care, the Cultural Continuity Program will play a pivotal role in nurturing cultural identity and connection to territory.

SCCFS strives to be a culturally safe employer, with a keen focus on Indigenous recruitment and retention. While working at the agency, employees will be involved in various cultural knowledge sharings, activities and ceremonies, while being actively engaged in urban Indigenous community events.

#### **Purpose:**

Surrounded by Cedar Child & Family Services (SCCFS) believes in healthy children and youth growing up connected to their families, communities and culture. SCCFS believes that all Indigenous children and youth have the right to step foot on the traditional territories of their ancestors, to understand their ancestors' connection to those lands, and to connect to their ancestors' stories of those lands.

The Cultural Continuity Worker will work alongside the Guardianship & Permanency Planning Team and the Lifelong Connections Worker to identify children and youth to visit their traditional territories, connect directly with the child/youth's Nations, plan for travel to the community, and then accompany those children/youth, along with caregivers, to those territories. The Cultural Continuity Worker will assist in gathering relevant and culturally appropriate information for the child/youth's Care Plan and will gather language resources that can be shared in the child/youth's foster home.

Outside of travel, the Cultural Continuity Worker will provide one-to-one support in the child/youth's foster home to ensure that meaningful cultural connection is taking place within the home and that the caregiver is appropriately connected to the child's Nation.



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#### **Connection and travel duties include:**

- Determine the Nation(s) that urban Indigenous children and youth in the care of SCCFS are connected to through discussions with the child's Guardianship & Permanency Planning Social Worker, birth family members, Nations, caregivers, and through file reviews;
- Connect with the child/youth's Nation(s) to involve them in planning for the child/youth and to make arrangements for a visit to the child/youth's traditional territories;
- In coordination with the agency's administrative team, arrange for travel with the child/youth, his/her caregiver(s), and others to the child's traditional territories;
- Accompany the child/youth, his/her caregiver(s), and others to the child/youth's traditional territories and provide direct supervision to the child/youth for the duration of the travel;
- Obtain cultural resources that support the development of a positive self-identity, including language resources, specific to the child's Nation(s), that can be utilized/accessed within the child/youth's foster home;
- Involve the child/youth's foster parent in all arrangements to travel to the child/youth's Nation and encourage the foster parent to attend this travel;
- Participate in Care Plan meetings to contribute to meaningful cultural planning for the child/youth;
- Identify local resources that can be accessed by the child/youth and his/her caregiver to support positive cultural identity development.

#### **In-home support duties include:**

- Provide one to one cultural support within the child/youth's foster home to assist with positive cultural identity development;
- Identify cultural resources that can be accessed by the child/youth and his/her caregiver within the foster home;
- Identify support people within the child/youth's Nation(s) who can be accessed by the child/youth and his/her caregiver to maintain an ongoing and meaningful connection to the child/youth's traditional territories and introduce these support people to the child/youth and his/her caregiver;
- Identify local cultural knowledge keepers who may act as cultural mentors for the child/youth and his/her caregiver and facilitate a connection between the child/youth, his/her caregiver and the mentors;
- Notify the child/youth's Guardianship & Permanency Planning Social Worker of issues that may arise which would prevent or interfere with positive cultural identity development.

#### **Financial duties include:**

- Obtain approvals and required signatures for all spending;
- Track receipts for all spending on company credit cards;

#### **Other duties include:**

- Prepare written reports for the child/youth's file that document connections made with the child/youth's Nation(s), appropriate contact people, and all cultural resources provided to the child/youth;
- Prepare case notes for all in-home support provided within the foster home;
- Maintain and submit quarterly statistics to the Team Leader on work completed;
- Prepare closing summaries to be filed on the child/youth's child service file;
- Participate in staff and/or department meetings as required;
- Additional duties as required.



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#### **QUALIFICATIONS:**

##### **Education, Training and Experience:**

- A diploma in health and human services;
- Minimum 2 years' experience working directly with Indigenous children and youth;
- Demonstrated experience working with Indigenous communities;
- Proficiency in the use of Windows based computer applications including Excel, Word, Exchange and other standard computer applications;
- Valid BC Class 5 Driver's license, clean driver's abstract and safe, reliable vehicle;
- Ability to travel extensively and maintain flexible working hours;
- Successful completion of a criminal records check and/or *Criminal Records Review Act* check;
- An equivalent combination of education and experience may be considered.

##### **Knowledge, Skills and Abilities:**

- Excellent oral and written communication and comprehension skills;
- Active listening and critical thinking skills;
- Ability to function independently and in a team environment;
- Demonstrated organizational and time management skills; ability to work effectively under pressure and meet deadlines;
- Good knowledge of the vision and mission of SCCFS and its programs;
- Ability to maintain positive working relationships with staff, clients, community partners, Elders, Chiefs, and Indigenous communities;
- Experience working in an Indigenous not-for-profit organization while demonstrating a strong knowledge regarding the impact of colonialism within Indigenous communities;
- Model or mentor positive cultural influence, knowledge, and ways of being;
- Demonstrate creativity in the development of cultural plans that are unique to each child/youth;
- Possess an understanding of the child welfare systems;
- Enjoy being around children and youth with varying and complex needs;
- Demonstrate confidence to travel to Indigenous communities across Canada in a variety of weather conditions;
- Cooperative, courteous, flexible, good natured, and concerned with being helpful and making a good impression;
- Conscientious, maintains the highest level of confidentiality, persistent, resourceful, productive and pro-active;

**Wage:           \$29.79 – \$33.97**

***Preference will be given to applicants who self-identify as Indigenous as per Section 41 of the BC Human Rights Code.***

Your resume and cover letter which outline how you meet the qualifications required for this position can be submitted to the attention of:

**Maren Gray, Executive Assistant**

Email: [maren@sccfs.com](mailto:maren@sccfs.com)

Fax: (250) 383-2509

**Closing Date: Tuesday, January 22, 2019 at 4:30pm**