



Surrounded by Cedar Child & Family Services

Position Description

Sxwamales Worker

Sxwamales: Gifts from our ancestors or family's box of treasures. Often used to refer to children.

Overview

SCCFS' vision is to support the empowerment of the urban Indigenous community to continue the reclamation of traditional systems of caring for and protecting children so no child or youth will be placed in care. To achieve this, SCCFS will provide child and family services strongly rooted in Indigenous cultural values and world views while ensuring urban Indigenous children and youth grow up connected to family, community, and culture.

Position Summary

Reporting to the Cultural Programs Supervisor, the Sxwamales Worker plays a critical role in assisting with the development and delivery of meaningful cultural programming for our most sacred gifts, our urban Indigenous children and youth in care who belong to Nations across Turtle Island. Engaging as a mentor and ongoing support, the Sxwamales Worker will be responsible for nurturing and providing direct support to the agency's Youth Advisory Council. From time to time, the Sxwamales Worker may be called upon to act as a cultural resource, including offering insight into nurturing the cultural identities of urban Indigenous children and youth in care through the agency's collaborative planning meetings. This position requires regular work in the evenings and weekends.

Primary Responsibilities

Program Development & Delivery

- Assists with the design, development, and implementation of meaningful, year-long cultural programming for urban Indigenous children and youth in care, based on the programming priorities identified by the Agency.
- Supports the design of program lesson plans, including anticipated learning outcomes and the related schedules for program delivery.
- Works closely with the Cultural Programs Coordinator and the Cultural Programs Supervisor to thoroughly understand all programming dates, program plans, timelines, and facilitators in place.
- Develops and distributes program advertising and registration forms with advance notice, allowing ample time for registration. Receives registration forms and maintains accurate registration lists for all programming.
- Directly connects with Agency practitioners, caregivers, and family members to create awareness of programs and events offered through the Cultural Programs Department, increase programming and event registration, and encourage participation.

- Supports the facilitation and delivery of programming as outlined by the Cultural Programs Coordinator and the Cultural Programs Supervisor, some of which will be delivered on the land and may require overnight travel.
- Identifies, connects with, and builds meaningful relationships with Indigenous Knowledge Keepers from a variety of Indigenous Nations across Turtle Island to assist with program facilitation.
- Assists with organizing event space, meal preparation/catering, and other program/event details.
- Establishes a safe and welcoming environment for all children and youth, their caregivers, extended families, community, and Knowledge Keepers who may be participating in cultural programs and events.

Agency Cultural Events

- Assists with preparations for a variety of agency-hosted cultural events including but not limited to Nest to Wings, Winter Feast, rescindment ceremonies, permanency planning ceremonies, and welcoming ceremonies.
- Actively participates in these events through tasks such as greeting and welcoming guests, hosting, cooking, cleaning, etc.

Youth Advisory Council (YAC) Duties:

- Develops, implements, and maintains an energetic recruitment and retention strategy to ensure fulsome and meaningful involvement.
- Ensures orientation and onboarding materials are organized and consistently updated for new YAC members.
- Attends all organized YAC meetings, programming, and events, which will require evening and/or weekend work, as well as travel.
- Supports the YAC in the facilitation of agenda items and other discussions.
- Reviews, develops, and maintains partnerships that support and address Indigenous youth issues related to being in and aging out of care.
- Aligns the SCCFS Youth Council objectives with the agency's mission and vision statements.
- Uses language that is culturally safe to the diverse beliefs, choices, and approaches relevant to Indigenous youth in or from care.
- Provides regular updates on YAC activities, identifies issues or concerns that are in front of urban Indigenous youth in and from care, and creates opportunities to strengthen the relationship between the YAC and the Agency.

Administration

- Maintains and submits regular qualitative and quantitative data to the Cultural Programs Supervisor on work completed.
- Attends the Collaborative Planning meeting at the Agency, contributing meaningfully to discussions regarding children, youth, and young adults served by SCCFS.
- Attends staff meetings, in-house training, and other meetings as required.
- Participates in Agency events and activities as necessary.
- Participates in Agency committees and/or working groups at the request of the Supervisor or other members of the Leadership Team.

Other related duties as assigned

Knowledge, Skills, and Abilities

- Demonstrated lived experience as a First Nations, Métis and/or Inuit person with a strong understanding of Indigenous identities, cultures, traditions, values and community connections.
- Deep understanding of the historical and ongoing impacts of colonization, residential schools, the Sixties Scoop, child welfare interventions, systemic discrimination, and intergenerational trauma on Indigenous children, youth, young adults and families.
- Ability to serve as a positive cultural role model and mentor, supporting the strengthening of cultural identity, belonging, resilience, and connection for urban Indigenous children, youth, and young adults.
- Demonstrated ability to apply Indigenous ways of knowing, being and doing in practice and service delivery.
- Ability to build and maintain authentic, respectful and trusting relationships with children, youth, young adults, families, caregivers, Elders, Knowledge Keepers, Nations, and community partners.
- Knowledge of child welfare systems, legislation, and practices, with the ability to effectively support Indigenous children, youth, young adults and families who are navigating these complex systems.
- Skilled in facilitation, mediation, conflict resolution, and de-escalation using both Indigenous and Western approaches, as appropriate.
- Excellent written, verbal and interpersonal communication skills.
- Ability to work independently, maintain confidentiality, and contribute effectively within a collaborative team environment.
- Intermediate proficiency in Microsoft applications, including Word, Excel, and Outlook.
- Commitment to lifelong learning and the ongoing strengthening of Indigenous cultural knowledge, teachings, and relationships.

Training, Education, and Experience

- Diploma in Health and Human Services, Sociology, Indigenous Studies, Child & Youth Care, Social Work, or a related field.
- Ability to draw upon lived experience as a First Nations, Métis, and/or Inuit person.
- Minimum of two (2) years of experience supporting children, youth, young adults and families experiencing complex barriers, including involvement with the child welfare system, homelessness, poverty, substance use, mental health and trauma.
- Minimum of two (2) years of training and/or experience in Indigenous culturally grounded healing, wellness and support approaches.
- An equivalent combination of education, training and experience may be considered.
- Current B.C. Class 5 Driver's license, satisfactory driver's abstract, adequate vehicle insurance including business coverage, and access to a safe reliable vehicle.
- Satisfactory vulnerable sector check as required through the *Criminal Records Review Act*.
- Available and willing to work some evenings and weekends and to travel from time to time.

Preferences

Lived experience as a First Nations, Métis and/or Inuit person is a requirement of this position. Qualified applicants must self-identify as First Nations, Métis and/or Inuit.

Working Conditions

Work is performed in a variety of settings, including in office and a variety of community settings. Working hours are generally Monday to Friday, 8:30 a.m. – 4:30 p.m.; however, evening and weekend work will be required. Program delivery involves overnight travel, including travel to isolated and/or remote areas within North America, as well as being on the land in a variety of elements, including overnight stays. Work involves supporting youth and young adults with varying complex needs which may result in exposure to substance use and/or volatile behaviour. Some computer work may require longer hours of sitting and eyestrain. May be required to lift or move equipment and boxes up to 50 pounds.

<i>Department:</i>	<i>Cultural Programs</i>	<i>Reports To:</i>	<i>Cultural Programs Supervisor</i>
<i>Updated:</i>	<i>August 2026</i>	<i>Direct Reports:</i>	<i>None</i>