



## Hulitan Family & Community Services Employment Opportunity Family Preservation Reunification Worker Full Time Permanent Position

### Join the Hulitan Family!

Hulitan Family and Community Services Society is a unique Indigenous non-profit located in the Westshore Community of Southern Vancouver Island. Our mission is to preserve, unify and advocate for Indigenous families by supporting healing and fostering resilience through culturally rooted programs, services, and collaboration with community partners. Hulitan empowers Indigenous families and future generations, walking alongside them and using the cultural principles of Respect, Connectedness, Humility, and Integrity.

### Position Description

We are seeking a compassionate individual with a willingness to engage in reflective, culturally-rooted, and trauma-responsive practice to join our family as a Family Preservation Reunification Worker (FPRW) within our Family Preservation Reunification Program (FPRP). Practicing with an Indigenous worldview, the FPRW will work intensively with Indigenous families who are involved with MCFD or Indigenous Child and Family Services Agencies to address child protection concerns. The program consists of three stages – stabilization, integration, and maintenance. Throughout all stages of the program the FPRW works collaboratively with the family and the child protection social worker to identify and work on agreed upon service plan goals. Services are provided through 1:1 sessions, in-home sessions, outreach, and referrals to appropriate community resources. The FPRP includes the implementation of a curriculum as well as caregiver-child observation time with the purpose of supporting families to create a safe and healthy home environment. Outcomes of the program include having children returned to their family home, avoiding removal of children from the home, and/or building and maintaining positive family and community connections to support the long-term wellness of Indigenous children and families.

### Responsibilities

- Assist families to establish clear, realistic, and stage specific goals on their Service Plan in collaboration with the child protection social worker to address protection concerns and build capacity for healthy parenting.
- Respond to crisis situations faced by families with a trauma-responsive and holistic approach.
- Work closely with families in their home and in the community, occasionally including early mornings, evenings, and/or weekends depending on the needs of the family.
- Liaise frequently and work collaboratively with the child protection worker involved with the family.
- Attend to all aspects of timely case management (case notes, progress report writing, maintaining physical files as well as on our Sharevision database).
- Practice from a culturally rooted perspective and take accountability to build a strong understanding of the nine Nations that we serve.
- Attend Integrated Case Management meetings, Family Case Planning Conferences, Mediations

- and Court Proceedings when appropriate.
- Write progress reports a minimum of once every two months to outline the work families have done in relation to their Service Plan goals.

### **Knowledge and Abilities:**

**The successful candidate will possess experience that will satisfy all or most of the following:**

- Ability to practice from an Indigenous worldview and to use cultural interventions.
- Strong case management skills.
- Ability to write objective, strengths-based progress reports.
- Commitment to engaging in transparent practice, involving families in all aspects of program delivery.
- An understanding of child development.
- Sound judgment, strong written and oral communication skills, and the ability to maintain confidentiality while conveying necessary information.
- An extensive knowledge of Indigenous history and child welfare issues.
- An awareness of the intergenerational impacts of colonization on Indigenous communities and families.
- Thorough knowledge and understanding of the provincial acts as they relate to children, youth, and families.
- Knowledge of cultural protocols relating to Indigenous peoples living on Vancouver Island.
- Ability to work as a team player and individually.
- Strong time management skills.

### **Education and Experience:**

**The successful candidate will possess education that will satisfy all or most of the following:**

- A degree in Social Work, Child & Youth Care, or equivalent, preferably with an Indigenous child welfare focus.
- Training and experience working with families with complex needs, including family violence, mental health and addictions, trauma, and inadequate housing.
- Direct case management experience.
- Experience working with Indigenous people.

### **Other:**

- Must have a valid BC class 5 driver's license and own vehicle.
- Must provide consent for a Criminal Record Check.
- Must have First Aid or willingness to obtain.

### **What We Give in Return:**

We recognize the importance of family and wellness while doing this challenging work. Staff at Hulitan have opportunity for flexible work hours, 15 vacation days yearly, 12 sick days yearly, and an additional 6 sick days for those with children under the age of 12. In addition, you have access to support from our resident Elder and our Cultural Connections Coordinator and frequent opportunity for ongoing training. A comprehensive benefits package and matched RRSP contribution are provided for all permanent staff working 21 hours per week or more. Hulitan staff receive reflective supervision at minimum twice per

month and frequent team and peer check-ins. We offer a supportive collaborative environment that fosters personal growth, and lasting connections.

**Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Indigenous Ancestry**

**Please submit your resume and cover letter attention to:**

Chelsea Kelly, Manager of Family Services

*(by mail/email/fax or in person)* **No phone calls please, only those selected for interviews will be contacted**

**Closing date is August 11<sup>th</sup> at 4:30 p.m. e-mail: ckelly@hulitan.ca**

**Starting wage is \$27.50 per hour.**