



Penticton Indian Band

841 Westhills Dr.
Penticton, BC Canada V2A 0E8

Telephone: 250-493-0048 Fax: 250-493-0889

Position Title:	Family Preservation Youth Worker	Classification:	6	\$27 - \$33 per hour <small>(Based on education and experience)</small>
Department:	Social Development	Type:	Specialist Non-supervisory	
Status:	Full-time, Permanent	Hours of work:	35 Hours per week	
Responsible To:	Family Preservation Team Lead			
Location:	841 Westhills Dr, Penticton, BC – V2A 0E8			
Deadline:	Until Filled			

Job Summary:

Reporting to Family Preservation Team Lead, the Family Preservation Youth worker will provide home support services to high-risk and vulnerable youth. The focus of this service will be on strengthening the family through planned intervention strategies, with emphasis placed on ensuring youth’s safety, providing care and specialized treatment for the youth and enhance overall family capabilities. Caseload must be referred by Penticton Indian Band Social Development Manager or Ministry of Children & Families Department.

Core Competencies:

- In-Home Services to Families
- Case Management and services
- Provide Reports
- Community education, focusing on parenting
- Anger management for teens and adults
- Provide Annual Plan

Duties/Responsibilities:

Job Responsibilities and Work Performed

- To ensure the youth’s safety and wellbeing for youth in the home.
- To help families gain skills to solve current and future issues regarding risks to youth.
- Facilitate training and education for families and parents.
- Provide short term intensive counseling for families.
- To work directly with youth in addressing risk factors.
- To prevent out of home placements, when necessary, by using intensive counseling.
- Help stabilize youth dealing with situations of abuse.
- To promote self-sufficiency and minimize dependency
- Complete home studies for foster care.
- Work with families and extended families on home studies.
- Assist Clients seeking help from other community resources.
- Support the process for families to gain access to need resources.
- Teach families the skills and competencies necessary to protect youth against abuse or neglect
- To aid in transportation to meet teaching and counselling obligations
- Display an attitude that promotes positive teamwork and exhibits a high degree of positive role modeling for young people

External Obligations

- To accompany Ministry of Children and Family Development (MCFD) for visits.
- To operate primarily in the youth homes.
- Provide culturally appropriate support for youth.
- To ensure the abilities to reunite aboriginal families in a safe environment.

Relationships

- Reports to Social Development Manager and Family Preservation Team Lead.
- Interacts with provincial ministries (MCFD).
- Liaises with support providing agencies on case-to-case basis.

Accountability

Deliverables and the standards

- Ensuring ongoing safety of PIB youth and Families.
- Addressing the risk factors that precipitated the need of removal of youth.
- Use and in-home, short term counselling process.
- Train families with practical and applicable skills that address specific issues.
- Teach parenting skills.
- Teach coping and communication skills.
- Assist in developing integrated social network for family support.
- Assist in parents to seek help and assistance from other parents if appropriate.
- Work with programs that are designed to build on family strengths and unity within the context of their culture and community.
- Prevent, reduce, or eliminate behaviors, environment barriers and community conditions which may place youth, families, or the community at risk.
- Measure progress against program metrics to monitor community progress such as number of youths entering foster care.

Reports to be completed

- Keep records and reports on client family activities.
- Accept cases from referral agencies.

Provide quarterly and annual reports of statistics and staff activities to:

- MCFD, Chief and Council.

Departmental operations manual(s) to be used

- Social development department policy and procedure manual.
- Human Resources' Personnel Policy.
- Ministry of Children and Family Development guide.
- Aboriginal Association of Social Workers mandate.

Decision Making

- The director, the caseworker, and the Family worker collaboratively to make decisions while maintaining objectivity and fairness.
- Mandated maximum of 8 youth caseloads.

Level of exercising judgement

- Judgements are not made without collaboration or seeking a second opinion.
- Must make appropriate assessments of cases.

Qualifications/Requirements:

Minimum Academic/Educational Requirements

- Diploma in Social Services

Other Certification, Licenses, Designations and/or Training

- Anger Management Course
- Substance Abuse Course
- First Aid and CPR Level C
- Criminal Records Check including Vulnerable sectors
- Valid BC Driver's License Class 5

Minimum Level of Experience

- 1 to 3 years

Skill levels Necessary

- Microsoft Word, Excel, Power Point, Email, and Internet use

Management Ability

- Time management
- Confidentiality
- Leadership skills
- Listening skills
- Be familiar with available resources
- Be visible within community

Personality Traits (Required to be successful in position)

- Client focused
- Dedicated to work with families
- Respect for all others
- Flexibility to meet changing needs
- Non challenging approach to people
- Do not work personally
- Outgoing
- Patience

Assets:

- Knowledge of Indigenous customs, traditions, and beliefs
- Class 4 Driver's License
- Mental Health First Aid & Safe Talk will be considered an asset
- ASIST Certificate (Applied Suicide Intervention Skills Training) and NVCI Certificate (Non-Violent Crisis Intervention Training)

Working Conditions:

- Driving
- Stressful case situations
- Handling harmful or dangerous materials
- Safe working environment.
- Drug and Alcohol-free workplace.

Preference will be given to qualified Aboriginal applicants as per section 21 of the Human Rights Code.

Deadline:

Until Filled

Send your Resume to Senior Manager, Human Resources

Rory Gabriel at jobs@pib.ca