



**POSITION TITLE: Direct Support Worker**

**TERM: Full Time, Permanent**

**SUPERVISOR: Early Years Team Leader**

Secwepemc Child and Family Services Agency (SCFSA) is a progressive and culturally focused agency supporting family safety that endeavors to provide outstanding practice to First Nations families residing in the communities of the seven-member bands; Adams Lake, Bonaparte, Neskonlith, Skeetchestn, Tk'emlúps te Secwépemc, Simpcw, and Whispering Pines/Clinton and who reside in Kamloops and the surrounding areas up to and including Chase, Logan Lake and Savona.

Striving to provide exceptional family healing services through prevention-based practice, SCFSA incorporates a Signs of Safety® framework as an innovative, strengths-based, and safety-organized approach to child protection casework.



## Job Summary

The Direct Support Worker is part of the Early Years Wellness Team and provides support to children who require assistance due for a variety of reasons-trauma, behavioural concerns, developmental delay/disability. The Direct Support Worker will assist children in multiple environments and will collaborate with the child's care team/support network. The Direct Support Worker will implement Early Years wellness plans for children and further develop strategies and activities to meet the unique needs of the child in consultation with the Wellness Team. This position requires very strong relationship building and the ability to connect with children and families in a trusting way.

## Qualifications

### Education and Experience:

- Diploma in Human Services **OR** related combination of education and experience;



- Early Childhood Education diploma with specialty in infant toddler and children with special needs considered an asset;
- Two years working within the early years prevention and intervention field and/or child care settings preferred;
- Planning and implementing strategies of supports and/or resources for children with developmental delay, disabilities, and/or special needs and their families preferred.

## **Skills and Abilities:**

- Ability to work in a fast-paced environment;
- Strong understanding of child development in 0 to 6 years;
- Knowledge of collaborative practice;
- Ability to recognize and identify developmental risk factors;
- Ability to support the whole family to reduce barriers of developmental risk;
- Ability to work in a team environment, and to collaborate for best child care and outcomes;
- Knowledge of all areas of child development, traditional, Indigenous family structure and process, understanding of family challenges and the origin of child abuse and neglect in the Indigenous community;
- Ability to use strong communication skills and demonstrate the ability to write comprehensive case notes;
- Proficient in Microsoft Office (Outlook, Word, Excel, and Power Point), Adobe Creative Cloud, and Social Media web platforms;
- Ability to work independently and build effective interpersonal relationships based on trust with Indigenous children, families and communities;
- Ability to self-regulate, meet deadlines, have attention to detail, and respect confidentiality;
- Recognizes and respects all cultural diversity and has an understanding of local Secwépemc culture and traditions.

## **Working Conditions:**

- Occasional travel required;
- Potential for violence in the workplace;
- Hours of work are nonstandard and connected to services and community needs;
- Receives regular supervision with direction and checks of the work performed.

## **Conditions of Employment**



- Must be able to obtain and maintain a Criminal Record Check;
- Must be able to obtain and maintain a valid BC Driver's Licence class 5 no restrictions;
- Must provide a vehicle in good operating condition and appropriate insurance to meet program requirements;
- We offer a modified work week schedule, time off at Christmas, team days, cultural training, elder support and a great team to belong to!

## Directly Supervises

- None

## Pay Grade

- Starting wage \$ 24.79

An eligibility list may be created.

## **SUBMIT COVER LETTER AND RESUME**

**Chylane Diablo – Human Resources Manager**

**By January 29, 2021 at 4:30 pm**

**300 Chilcotin Road, Kamloops, BC V2H 1G3**

**[Chylane.diablo@secwepemcfamilies.org](mailto:Chylane.diablo@secwepemcfamilies.org)**

**Note: only screened in applicants will be contacted. As per Section 41(1) of the BC Human Rights Code, preference may be given to qualified applicants of First Nations ancestry. Preference may also be given to applicants who can demonstrate knowledge and/or experience with Secwepemc language, culture, history, and customs.**