



Full-time Position, Out of Care Delegated Social Worker
Northwest Inter-Nation Family and Community Services (NIFCS)
2 positions available, 1 in Terrace, 1 in Prince Rupert BC
JOB OPPORTUNITY

Building on Strengths

Empowering Others

Keeping Children Safe and Connected to their Families & Traditions

If these statements resonate with you, please consider this opportunity to join the [NIFCS](#) team as a Out of Care Delegated Social Worker in Terrace and Prince Rupert, British Columbia.

Position Summary:

Reporting to the C6 Team Lead, the Out of Care Worker, is responsible for providing culturally appropriate integration of services to families within the parameters provided by the BC Child, Family and Community Services Act and the Aboriginal Operational Standards and Indicators (AOPSI). This position plays a vital role in supporting children and youth by researching, assessing, and approving Out of Care placements, and providing direct support to care providers. Your work will help children stay connected to their family, culture, and community, reducing the need for them to enter care. In this role you will build meaningful relationships, collaborate with diverse families of the Tsimshian and Haisla Indigenous communities, and link families with valuable resources—all while making a positive impact on the lives of children, youth, and their caregivers. The successful candidate will use a holistic and healing approach to assist families in bringing positive growth into their lives

Primary Responsibilities and Duties

- Ensure ongoing management of cases in accordance with the agency policy, First Nation standards and Ministry Child Protection Standards.
 - To conduct child protection investigations, including assessing the immediate safety needs of children, developing safety plans and making verification decisions in collaboration with member First Nations and Team Leader;
 - To determine when children require admission to the Agency's care to ensure their immediate safety and assist in the coordination of Customary Care Agreements;
 - To develop and maintain effective and therapeutic casework relationships with clients to reduce the risk of harm to children;
 - To develop a family-based service plan to reduce risk to children and address identified child protection concerns based on mandatory assessments contained in the Child and Family Services Act and any other affiliated policies and legislation; provide emergency services as required;
 - Monitor and evaluate progress with the family toward establishing goals;
 - To assess and make decisions related to family reunification plans for a child in care and implement such plans where appropriate;
 - Make referrals to other agencies to reduce the risk of harm to children.
- Utilize strategies and community-based family-centred conferencing to work voluntarily with families, with the court being utilized as a last resort.
- Assist in preparing the child in care for independence by:
 - Ensure life skills are learned through appropriate placement and support of placement; and,
 - Maintain a current and comprehensive social history of the family on the case file and provide relevant information to the child.

- Protect client privacy and confidentiality in accordance with legislation, NIFCS policies and standards.
- Actively facilitate and/or participate in group programs, program evaluation and quality improvement.
- Use sound professional judgment and act in accordance with all NIFCS policies and procedures and standards of practice set forth by the College of Social Workers.
- Maintain professional competence and knowledge of current practices by participating in professional development and ongoing research.
- Work as a member of an inter-professional/multi-disciplinary team and in collaboration with agencies/services in the community, and family members, wherever appropriate, for the purpose of consolidating and coordinating client treatment.
- Provide After Hours Services frontline coverage as required.
- Ability to follow Agency policies, procedures and protocols, and Ministry legislation, regulations, standards and directives.
- Travel to remote communities with the possibility of some overnights.
- Perform other duties within the scope of the position, as assigned.

Basic Qualifications

- All employees of NIFCS are required to submit a Criminal Record Check with Vulnerable Screening, comply with the Occupational Health and Safety Act (OHSA), its regulations and all occupational health and safety policies and procedures. Further, to work evening and flexible hours and attend cultural awareness training, among other training.
- Preference will be given to those candidates with C6 Child Protection Delegation.
- Pursuant to Section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

Education / Work Experience

- A BSW, MSW degree or BA in child and youth care or master's degree in educational counselling psychology.
- In-service Ministry of Children and Family Development employees who have a regular SPO 24-30 base position that requires delegation under the Child, Family and Community Services Act.
- Minimum 1-3 years' experience working with an Indigenous community.
- Demonstrated ability to develop strong and positive relationships with children, parents, foster parents or other caregivers.
- Excellent verbal and written communication skills.
- Ability to work under pressure with professionalism.
- A willingness to travel to provide backfill to our satellite offices on an as-needed basis.
- A valid class 5 BC driver's license.

Compensation & Benefits

- You can expect a supportive work environment, a total compensation package that includes a competitive wage, extended health and dental benefits.
- This is a Bargaining Unit position and is open to all gender.
- The wages are paid in accordance with the current collective agreement. SPO Grid 21, 38.18/Hr. to SPO Grid 24, 45.48/Hr.
- An eligibility list may be established to fill permanent and/or temporary vacancies.

Submission Deadline:

- Open until filled 2025.
- We invite all interested parties to apply by emailing your cover letter and resume in the strictest confidence to the Human Resources Department at hr@nifcs.org