



huu ay aht

ANCIENT SPIRIT, MODERN MIND

Job Posting

Position: Protection Support Worker

Reports to: Director of Child and Family Wellness

Location: Port Alberni Government Office

Salary Range: Based on Education and Experience

Term: Permanent Full Time Position

Position Summary:

Huu-ay-aht First Nations is showing initiative and leadership in a concerted effort to bring the Nations' children home and to provide strong support to the Nations' citizens throughout the lifecycle. This includes ensuring strong front line supports for Huu-ay-aht families and citizens. Huu-ay-aht seeks to hire a Protection Support Worker, to meet the challenges, roles and responsibilities described below. This position is based out of Port Alberni and will need to be flexible for traveling to other communities in BC.

The Protection Support Worker is accountable for:

- Advocate for families involved, or at high risk of being involved, in child protection matters.
- Supports and empowers families who are working through child protection services processes including court support, adhering to court orders, ensuring child safety.
- Navigate and coordinate proactive outreach services for Huu-ay-aht citizens with regards to court order documents and mitigation of protective service concerns.
- Respect and protect the privacy of information relating to all clients.
- Promote a performance-focused environment in alignment with the HFN's values, culture and business goals.

Job Duties:

- Engage in proactive and early planning with families; plan and work with families and youth in advance of crisis in order to prevent crisis
- Ensure that safety and advance plans are executed in the event of a crisis.
- Work in partnership with other Huu-ay-aht services and external resources to provide wrap around, life cycle care for Huu-ay-aht citizens.
- Work effectively and productively within the Huu-ay-aht organization during evolution of and transition to strengthened service provision to Huu-ay-aht families.
- Focus on healing.
- Promote healthy lifestyles and build relationships with clients and protective service representatives.
- Build supportive caring arrangements that draw on several family members and community members where necessary.

Office: Anacla Government Office, 170 Nookemus Road, Anacla, B.C., V0R 1B0

Phone: 1.888.644.4555/ 250.728.3414 Fax: 250.728.1222

Mail: Port Alberni Government Office, 4644 Adelaide Street, Port Alberni, B.C., V9Y 6N4 Phone: 250.723.0100 Fax: 250.723.4646

- Support parents, extended families and the community in protecting children from abuse and neglect.
- Follows the HFN developed protocols.
- Build list of Huu-ay-aht “safe homes”.
- Develop family specific supports with strength based and solution focused practice.
- Actively identify Huu-ay-aht community supports.
- Attends family planning and case management meetings.
- Provides immediate and consistent Nation involvement when working with protection services.
- Works in collaboration with the Huu-ay-aht Community Services team & Hāwiih.
- Provide after hours and weekend support (shared with child and family services team).
- Maintains client files and all other required forms of documentation in a thorough, clear, and organized manner.
- Performs regular reporting of activities and program statistics as required.

Operational Requirements:

- Must have a valid class 5 driver’s license and reliable vehicle.
- Must be willing to attend Huu-ay-aht cultural and community events.
- Some travel, including overnight and or weekends.
- Willingness and ability to work overtime, including evenings and weekends.
- Successful background checks, including employment verification, criminal records checks, reference checks, and education/credential verification.

Education and Experience Requirements:

- Demonstrated ability and experience in upholding values essential to Huu-ay-aht First Nations organizations: *Professionalism, Respect, Health, Effective Communication, Trust, Support*.
- Bachelors of Child and Youth Care or Social Work with MCFD delegation preferred.
- Demonstrated understanding of, and strong experience with, trauma-informed approach to supporting indigenous families and being a strong advocate for indigenous families
- Valid First Aid certificate.
- Well versed in the areas of child protection, and social services, ideally in a First Nations environment.
- Must be able to understand and interpret the Child, Family and Community Service Act, and have demonstrated understanding and familiarity with existing child protection system in British Columbia.
- Experience in culturally appropriate social service programs.
- Excellent oral and written communication and presentation skills.
- Ability to communicate effectively in a professional manner with all clients and stakeholders.
- Ability to respect and protect the privacy of information relating to all clients.
- Familiarity with Report of the Social Services Panel, Huu-ay-aht First Nations Social Services Project: Safe, Healthy and Connected, Bringing Huu-ay-aht Children Home
<https://huuayaht.files.wordpress.com/2017/06/2017-05-31-report-of-the-hfn-social-services-panel-01375005.pdf>

We thank all applicants for their interest in this position; however, only those candidates selected for an interview will be contacted. Please email your covering letter & resume to HR@huuayaht.org, by fax 250-728-1222 or mail att: Human Resources Manager, 4644 Adelaide Street, B.C. Port Alberni, BC, V9Y 4E4. Please quote Protection Support Worker. Closing date for this position is November 19, 2019 at 4:00pm.

Vision - *The Huu-ay-aht envision a strong, self-governing and self-reliant Nation. lisaak will guide us as we work together to foster a safe, healthy and sustainable community; where our culture, language, spirituality and economy flourish for all.*

Mission - *As a leader among First Nations, the Huu-ay-aht First Nations will create certainty for its community, generate wealth for financial independence, provide economic opportunities, deliver social, cultural and recreational programs for all Huu-ay-aht.*

HUU-AY-AHT FIRST NATIONS VALUES

PROFESSIONALISM

- Ethics – be prepared, on time and ready to work
- Ethics – be responsible for the success of your work and others
- Lead by example
- Respect - for confidentiality, yourself and co-workers
- Work / Life Balance
- Work Smarter - Share your expertise and your successes
- Take pride in your work

RESPECT

- Golden Rule – Treat others how you want to be treated
- Listen actively and attentively to what people are saying and clarify
- Accept people for who they are and don't judge
- Basic Etiquette – remember the common courtesies; kindness & compassion
- lisaak
- Observe protocol and ceremony

HEALTH

- A healthy body, mind and soul through proper diet, sleep and exercise
- Avoid burning out with a proper work / life balance
- Be positive - always remember to smile and laugh
- Care about each other, ask questions and follow up
- Be appreciative of one another and the work we do
- Effective Communication
 - Think twice, speak once

- Make sure your body language is sending the correct message
- Provide responses in a timely manner; acknowledge request and provide timeline
- Listen attentively and clarify

TRUST

- Walk the talk - be honest, no gossiping
- Believe the good in everyone not the bad
- Voice your concerns, don't harbor them – clear the air
- Spend more time focusing on what you are supposed to be doing, and less time on what others are or aren't doing
- Be happy and enjoy your work life

SUPPORT

- Be available to help and ask for help when needed
- Advocate and help one another
- Provide constructive criticism, not just criticism
- Don't gossip; stop gossip when it occurs
- Clarify and seek feedback from each other