

## **Little Shuswap Lake Band Job Posting – Internal & External**

**Department:** Child and Family  
**Position:** Family Support Worker

### **The Organization:**

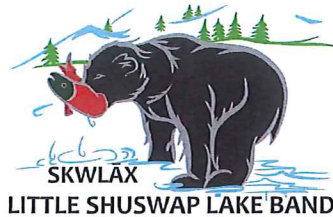
The Little Shuswap is traditionally known as Skwlax, which translates to Black Bear in Secwépemctsin, the traditional language. LSLB has a unique vision and drive; the Band has not only led the way in tourism within the Shuswap, but it has also led the way in economic development. The creation of Quaaout Lodge, Talking Rock Golf, Le7ka Spa, and Little Shuswap Gas Station has helped promote Secwepemc culture, and allowed the Little Shuswap Lake people to develop world class accommodation and leisure activities. The governance structure of LSLB is unique and forward-looking, divided into 4 distinct sectors: Administration, which covers programs and services for Band members; Territorial Stewardship, which addresses title and rights issues and external government-government relations; Economic Development, which oversees the business operations of the community and works to promote a strong, resilient economy for the community; and Wellness, which oversees all child, health, wellness, and culture programs and services for Band members. Strong management and leadership with clear vision and an excellent team of committed employees make up the engine that drives the community forward.

### **The Opportunity - A Day in the life of the Family Support Worker:**

Within the Child and Family Department of the Skwlax Wellness sector and under the direction of the Child and Family Lead, the Family Support Worker is responsible for participating within a culturally respectful, collaborative, strength-based model, to provide enhanced services and referrals to families experiencing challenges. These preventative services are aimed at strengthening families by addressing the effects of trauma, addiction, oppression, and social determinants of health. The Family Support Worker will collaborate with families to identify the various supports needed and encourage parents to be actively involved in the planning and decision-making process for their child(ren), including the incorporation of Secwepemc culture and traditions.

The Family Support Worker must be able to **demonstrate a strong knowledge and understanding of the *Child, Family And Community Services Act*** and provide support services to families in accordance with agreements between LSLB and Ministry of Children and Families and/or Secwepemc Child and Family Services. The primary goal of support and services to parents and their family unit is to ensure that LSLB children remain in the care of their immediate or extended family and to provide the opportunity to participate in cultural traditions and gatherings to strengthen family wellness and promote reunification and reconciliation.





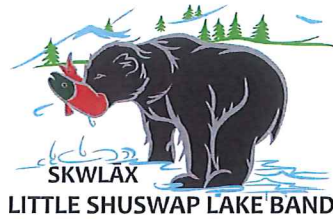
**Requirements, Specific Duties and Responsibilities:**

- Two (2) year minimum experience as Family Support Worker plus bachelor's degree in social work or
- Three (3) years minimum experience as Family Support Worker and a Diploma in Human Services or related diploma or
- Must have worked on continuous basis in the workforce as Family Support/Social Work within the last 6 months
- Ability to work with various family dynamics, including parents, grandparents, and children
- Ability to manage and prioritize complex case files
- Ability to assess family strengths and provide life skill programming and supports
- Ability to provide referrals and follow up for services
- Ability to provide one-on-one coaching and group facilitation
- Experience providing support, guidance, and education to families
- Experience maintaining confidential client records and maintaining a resource database
- Ability to establishing a relationship with individual families, assessing their needs,
- Strong knowledge and awareness of Indigenous culture and history, with emphasis on family violence, child welfare, the impacts of trauma, Indigenous youth engagement and community outreach.
- Keep apprised of relevant legislation or policy changes in relation to the social services field.
- Knowledge of Little Shuswap Lake Band community/health and social services an asset.
- Knowledge and experience working with Indigenous children, youth, and families in a healing and wellness capacity.
- Knowledge of Secwepemc language an asset.
- Self-motivated individual with the ability to work with minimal supervision in a team-oriented setting.
- Ability to work flexible hours, including evenings and/or weekends if necessary.
- Must be able to obtain and maintain a Criminal Records Check
- Must have a valid Class 5 BC Driver's License and reliable transportation.
- Full vaccination against COVID-19 is mandatory for this position and operation (the LSLB will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to human rights protected ground).

**What we will provide:**

- Full-time, permanent role
- Benefits upon completion of probationary period
- Growth opportunities
- Competitive compensation package





**Application Deadline:**

Until the position is filled

Preference may be given to applicants of Indigenous Ancestry. If you possess the necessary qualifications and skills, please forward your cover letter and resume:

**Email:** [hr@lslb.ca](mailto:hr@lslb.ca)  
**Fax:** 250-679-3220  
**In Person:** Little Shuswap Lake Band Office  
1886 Little Shuswap Lake Road  
Chase, BC  
VOE 1M2

*NOTE: While we thank you for your interest in Little Shuswap Lake Band, we will only be contacting the short-listed candidates. We are an Equal Employment Opportunity employer. Employment decisions are based on merit and business needs, and not on race, color, creed, age, sex, gender, sexual orientation, national origin, religion, marital status, medical condition, physical or mental disability, military service, pregnancy, childbirth and related medical conditions or any other classification protected by federal, provincial, and local laws and ordinances. Reasonable accommodation is available for qualified individuals with disabilities, upon request. This Equal Employment Opportunity policy applies to all practices relating to recruitment and hiring, compensation, benefits, discipline, transfer, termination and all other terms and conditions of employment. While management is primarily responsible for seeing that equal employment opportunity policies are implemented, you share in the responsibility for assuring that, by your personal actions, the policies are effective.*

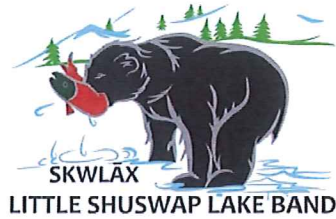




The role requires empathy, problem solving, and interpersonal skills. Knowledge of Indigenous history, culture, language, and traditions is an asset.

**Requirements - What you bring to the organization:**

- Experience in Social Development an asset
- Experience in financial systems an asset
- Knowledge of First Nations Health Authority (FNHA) Medical Travel program and funding
- Excellent oral and written communication skills
- Strong organizational skills including understanding and applying complex policies and managing reporting requirements
- Empathy, problem solving and interpersonal skills
- Understanding of conflict management and conflict resolution
- High standard of ethics and professionalism
- Experience in handling sensitive and confidential information and matters in a trusted and respectful manner
- Computer Literacy - Knowledge of MS Office programs (Word, Excel, PowerPoint, Publisher)
- Adhere strictly to Little Shuswap Lake/Skwilax Wellness Oath of Confidentiality
- Full vaccination against COVID-19 is mandatory for this position and operation (LSLB will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to human rights protected ground)
- Valid Class 5 Drivers License
- Criminal Record Check



**Specific Duties and Responsibilities:**

- Process social assistance applications and determine eligibility.
- Issue social assistance to eligible applicants based on policies set out in the ISC Social Development Policy and Procedure Manual.
- Maintain an up to date, confidential file on each applicant to include all required documentation.
- Prepare and submit reports required by Indigenous Services Canada (ISC) and Little Shuswap Lake Band Administration as required
- Determine eligibility for disability designation and assists clients with the application process.
- Refer employable applicants to resources for enhancing employability and securing employment.
- Liaison with ISC, LSLB departments and other agencies
- Assist with administering FNHA medical travel funds
- Assist Social Development Manager with social development programs, activities, and events.
- Other related duties as required

**What we will provide:**

- Part-time, permanent role (28 hours/week)
- Growth opportunities
- Competitive compensation package



**Application Deadline:**

Until position is filled

Preference may be given to applicants of Indigenous Ancestry. If you possess the necessary qualifications and skills, please forward your cover letter and resume:

**Email:** [hr@lslb.ca](mailto:hr@lslb.ca)

**Fax:** 250-679-3220

In Person: Little Shuswap Lake Band Office

1886 Little Shuswap Lake Road

Chase, BC

VOE 1M