



VANCOUVER ABORIGINAL CHILD & FAMILY SERVICES SOCIETY

Our Children, Our Future, Our Responsibility

Family Preservation Clinical Supervisor

Position:	Family Preservation Clinical Supervisor
Status:	Regular full-time
Hours of Work:	8:30 – 4:30 Monday to Friday
Closing:	Open until position is filled
Department:	Family Preservation and Reunification
Location:	745 Clark Drive
Classification:	Supervisor – Grid 30
Salary:	\$3,048.39 to \$3,483.58 bi-weekly

At VACFSS, we ensure that the rights, safety, well-being and spirit of Indigenous children and families are upheld, honoured, and protected. We strive to eliminate oppression, discrimination, and marginalization within our community. We acknowledge and honour the inherent wisdom, capacity, and resourcefulness of our community in designing programs and services to care for our own children and families. Accordingly, we are dedicated to planning, developing, and implementing creative and innovative Indigenous programs and services in collaboration with members of our community and other agencies.

- Join an Agency that strives to provide services to strengthen Indigenous families culturally and spiritually!
- Receive a competitive salary \$79,530.36 to \$90,884.16 per year PLUS a comprehensive benefits package!
- Take on a challenging role that provides membership in the Public Service Pension Plan

JOB SUMMARY:

The Family Preservation and Reunification (FPR) Program provides a continuum of homebased, culturally grounded, and goal-orientated services to families served by VACFSS' Child Protection, Guardianship and Resources Programs. The FPR Program supports families to connect to their Indigenous culture and to strengthen identity and self-esteem. It works with culturally based and holistic healing approaches to address physical, mental, and spiritual needs. It seeks to support the Indigenous beliefs, values, cultural practices, and resources that are identified by the family as meaningful.

Reporting to the FPR Program Manager, the Clinical Supervisor is responsible for supervising the daily operations of a FPR counselling team in the context of Restorative Indigenous Child Welfare practice. The Clinical Supervisor has the responsibility to plan, develop, manage, coordinate, and evaluate the delivery of services within the context of a Family Preservation team guided by VACFSS' program, finance, OSH, personnel policies, standards, vision, mission, values, and Indigenous Cultural Core Competencies. The Clinical Supervisor supports the work of Counsellors and assists in stewarding the program to stand with and help families to:

- Engage positively with the child welfare system.
- Strengthen connections to their culture and Indigenous community(ies).
- Access community resources to meet basic needs such as safe housing, medical care, and food security.
- See their children as sacred bundles and parents as sacred life givers.
- Improve parenting confidence and abilities.
- Strengthen relationships between families and children placed out of their homes.
- Increase understanding of historical, intergenerational, and personal trauma, and promote healing.

The Clinical Supervisor is directly accountable for the quality of service to clients through Counsellors, working collaboratively with referring VACFSS Programs, setting and monitoring standards in a manner that is culturally sensitive to Indigenous people, reporting requirements and working within financial policies. Utilizing the Restorative Supervision Model, provides regular direct supervision, leadership, guidance, coaching, and consultation to counsellors that addresses clinical and administrative needs.

The Clinical Supervisor ensures services provided are reflective of an integrated case management/wraparound service approach by:

- Ensuring that services are strength-based and build on the family's capacity to take care of their own children as well as directing their own service plans.
- Ensuring program standards and guidelines as well as policies and procedures of the agency are maintained.
- Facilitating and participating in weekly case management team meetings.
- Overseeing referral, intake, and discharge planning.
- Reviewing follow-up cases to ensure maximum quality of client care.
- Provide clinical consultation with respect to:
 - Assessment and integrated services planning.
 - Services to address concrete needs.
 - Individual parent training and education.
 - Therapeutic interventions with individuals, couples, and families.
 - Linkages to formal and informal supports.

As a member of the larger Family Preservation team, as well as the VACFSS Leadership team, the Clinical Supervisor contributes to team activities, shares ideas/information and experience with team members, and demonstrates commitment to team decisions and goals.

A complete position profile will be made available to candidates at the time of the interview.

QUALIFICATIONS

- A Master of Social Work (MSW) or Master of Arts (MA) Clinical Psychology; with
- At least five years of child and family services of which 3 years involve providing family support/counseling and at least two (2) years are post master experience in family therapy and/or crisis intervention.
- Supervisory training.
- Supervisory experience required.
- Mastery of Parent Effectiveness Training, Behavior Modification, Bargaining and Negotiating Techniques and Assertiveness Training.
- Member of BCACC as a Registered Clinical Counsellor (RCC) or member of BCCSW as a Registered Clinical Social Worker (RCSW).

Key Competencies:

- Relational Engagement
- Leadership
- Collaborative Planning and Decision Making
- Emotional Competency
- Resilience
- Cultural, Spiritual Expression

Notes:

- This position requires Union membership.
- This position is open to applicants of all genders.
- A vehicle with business class insurance and a Class 5 Driver's License are required.
- This position requires the incumbent to be available in the office and follow COVID-19 safety guidelines and protocols.
- Proof of COVID-19 vaccination is required for staff. VACFSS will consider its obligations to accommodate those staff who are unable to be vaccinated.

ABOUT THE BENEFITS:

In exchange for your contributions to VACFSS, you will receive a competitive salary and a comprehensive benefits package, including:

- Medical, extended health, and dental
- Group life
- 100% employer-paid premiums
- 3 weeks of vacation
- Eligible for the VACFSS flex program after passing probation
- Membership in the Public Service Pension Plan
- Access to VACFSS' Staff Cultural Clinical Counselor, Elder
- Access to Indigenous Cultural Teachings as coordinated by the Agency

APPLICATION PROCESS:

Interested applicants may apply at www.vacfss.com or by using the following link: <https://www.vacfss.com/join-us/apply-for-a-job/>. Preference will be given to qualified Indigenous candidates as per Section 41 of the Human Rights Code.

We're committed to providing safe and healthy workspaces in all our office locations to protect our employees, clients including children, youth, and families, caregivers as well as community partners. Due to the nature of our Agency's work in providing essential services, VACFSS requires all employees to be fully vaccinated against COVID-19. Proof of vaccination will be required for staff and will apply to new employees to the Agency. VACFSS will consider its obligations to accommodate those staff who are unable to be vaccinated.

Situated on the unceded and occupied territories of the Coast Salish Peoples, including the x^wməθk^wəyəm (Musqueam), Skw̓x̓wú7mesh (Squamish), Selííwitulh (Tsleil-Waututh), and Stó:lō nations.