

Family Support Worker: Family Well-being



Inuuqatigiit Centre for Inuit Children, Youth and Families is a multi-service non-profit organization serving Inuit children, youth and their families and are dedicated to providing cultural, educational, and support services in a caring, respectful and collaborative environment that fosters strong and proud Inuit children and families.

Position #	2023 - 78
Position Title	Family Support Worker
Posting Date	June 27, 2023
Start Date	August 8, 2023
Hours	37.5 hours – Monday-Friday, with evening and some weekend hours required.
Position Status	Full-time, determinant until March 31, 2025, with possibility of extension based on fundings.
Salary Range	Inuuqatigiit Centre offers a competitive wage and benefit package.

POSITION SUMMARY

Under the supervision of the Manager of Family Well-Being, the Family Support Worker plans and delivers community based programming, engages and supports parents and families using a holistic and family-centered approach and ensures safe spaces for clients in compliance with the current wise practices, relevant legislation and OICC policies and procedures.

KEY DUTIES AND RESPONSIBILITIES

- Plan and implement effective outreach strategies to existing and prospective parents through ongoing communications with community, agencies and parents e.g. bulletin board, monthly calendars, newsletters, flyers, call-arounds.
- Plan and deliver safe and culturally appropriate family/community events and activities on a regular basis based on needs and interests of families.
- Identify and report on concerns and issues related to parental engagement to Manager of FWB.
- Resolve issues that arise in delivery of parental engagement programming.
- Plan and purchase supplies for parent/community programs and activities including food.
- Provide transportation assistance to parents.
- In collaboration with FWBp Manager, engage community members to support program implementation and uptake.
- Plan and deliver community-based programs and safe spaces based on the OICC FWB model
- Provide individual support to clients who have experienced violence
- Provide crisis intervention to families and individuals as needed including after hours' support, home visits and emergency food cards as required
- Liaise with local CAS to advocate for culturally safe service
- Liaise with service providers to ensure appropriate referrals, system navigation and advocacy.
- Provide system navigation to clients.

- Actively participate in case management meetings and required follow up
- Engage clients in safety planning as needed.
- Regularly participate in supervision meetings with the FWB Manager
- Participate in CASO Circle of Care process when requested by parent
- Facilitate gender-based peer support groups e.g. men's group, women's circle
- Facilitate drop-in programs for families.
- Provide after-hours crisis support.
- Facilitate support group for adoptive/foster families.
- Participate in monthly case management meetings with CASO
- Provide responsive and inclusive support services to parents and families including appointment accompaniment, home visits, referrals, crisis intervention, supportive counselling and assistance with CAS processes and protocols.
- Refer parents/families to appropriate services as required and document the results of these referrals.
- Seek out opportunities for peer or other support as appropriate in preventing and coping with the effects of vicarious trauma.
- Implement a team approach to planning community based programming and safe spaces e.g. land based family camp, monthly family activities, family drop in, youth drop in, CAS access visits
- Provide information to the FWB Manager for the purpose of local program progress tracking and evaluation.
- Adhere to the FWB mandate and workplan.
- Other duties as required.

WORKING RELATIONSHIPS

- Develop supportive and professional rapport with OICC staff.
- Participate in conflict resolution when required.
- Develop positive relationships with children/youth and parents at OICC.
- Provide emotional support and encouragement to parents.
- Act as a positive role model to promote professional values and ethics within OICC and to parents.
- Assume leadership role for all aspects of parental engagement and support activities and services including emergency situations.
- Demonstrate autonomy and initiative.
- Communicate with parents on a regular basis i.e. letters, field trips, health bulletins, etc.
- Foster strong community engagement in FWB programs, e.g. Elders, resource people
- Liaise with other service providers, programs, and professionals in the community to facilitate referrals and maintain effective linkage and referral protocols.

WORKING CONDITIONS

- Work regular and consistent weekly hours of work.
- Work evenings and weekends to provide after-hours crisis support.
- Required to work some evenings related to delivery of parent engagement activities.
- Additional hours on occasion to meet deadlines and ensure delivery of high-quality programs and services.

QUALIFICATIONS & REQUIREMENTS

- Inuit descent preferred.
- Post-secondary education in related field an asset

- Minimum of one year of experience in:
 - supporting families or individuals, and
 - working with Inuit communities, and
 - working in a family-oriented program, and
 - organizing and facilitating groups

SKILLS AND KNOWLEDGE

- Fluency in Inuktitut would be an asset.
- Knowledge of the needs of Inuit children, parents & families
- Knowledge of Inuit and non-Inuit community services and supports.
- Ability to communicate effectively orally and in writing.
- Ability to operate computer systems and relevant software.
- Strong organizational, program planning, evaluation, fiscal management, and problem-solving skills.
- Ability to respond effectively in crisis situations.
- Ability to work in a collaborative staff team environment.
- Ability to function effectively in a high stress, high noise environment.
- Enthusiasm, flexibility, dedication, and commitment to children

CONDITIONS OF EMPLOYMENT

- Medical certification of good health
- TB test, if applicable, and other immunizations up-to-date
- Police Record Check–Vulnerable Sector required, in keeping with Inuuqatigiit policies.
- First Aid/CPR certification or willingness to become certified.
- Covid 19 vaccinations and booster shot.
- Driver’s license is an asset.

Please apply with a cover letter and up-to-date resume to:
jobs@inuqatigiit.ca

Note that accommodations are available for applicants with disabilities throughout the recruitment process. If you require specific accommodations, please contact the HR Department through the contact information provided above, so that we can make suitable arrangements with you.

When two equally qualified candidates are considered for the same position, preference will be given to the candidate of Inuit descent.

We thank all who apply for this position. Only those applicants selected for an interview will be contacted.

This position is dependent upon funding approval.