



Siksika Family Services Corporation Director, Children Services Job Posting



Permanent Position

POSITION OVERVIEW:

Reporting to the Chief Executive Officer the Director, Children Services is responsible for providing strategic leadership and direction to the Prevention, Early Intervention, Family Enhancement and Intervention services offered through Siksika Family Services Corporation. The Director, Children Services leads the prevention and early intervention programs and oversees the assessment process to the provision of child intervention programs and services to children in-care, with delegated decision-making authority.

The Director, Children Services is accountable for creating the three-year workplan which will include implementation plans, quality assurance processes, budget and human resource management, and improvement initiatives. This includes ensuring that all programs and services are aligned with the Government of Alberta Ministry mandate, legislation, regulations, policies, and standards to ensure the safety and well-being of children.

The Director, Children Services is based out of Siksika Nation and services offices in Calgary and Strathmore.

RESPONSIBILITIES:

- Participates as a member of the leadership team within Siksika Family Services Corporation, working collaboratively with other directors and management.
- Ensures, in conjunction with SFSC Senior Management team the implementation of integrated service delivery approach.
- Oversees the monitoring and evaluation of practice and business processes and standards to ensure compliance to Siksika Family Services Corporation policies and provincial practice standards and legislation.
- Addresses the current trends and community needs and providing programming to support these needs (e.g., early intervention and prevention).
- Responsible for the delivery of support services to families to facilitate family (re)unification and preservation.
- Makes complex decisions as delegated by legislation that have significant impacts to children and families (e.g., guardian and permanency decisions, life/death medical decisions on behalf of



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children); these decisions are within the scope of the position to independently make on behalf of the Statutory Director.

- Ensures appropriate Siksika representation and participation in steering committees, working groups, and pilot projects.
- Creates and sustains effective strategic relationships with external service providers/organizations to ensure they understand Siksika needs and issues and provide valuable services.
- Engages in employee relations; coaches managers to handle employee issues and answers employee questions or concerns.
- Provide assurance for integrity of intake and assessments, including home assessments (for the foster program and kinship care program), in alignment with legislated standards, policy and process.
- Coordinates training and development programs including identification of training needs, development of training programs, scheduling and tracking training and evaluation.

QUALIFICATIONS/SKILLS:

- Possesses detailed knowledge of relevant legislation governing child intervention programs and services (e.g., Child, Youth and Family Enhancement Act, Protection of Sexually Exploited Children Act; Drug-endangered Children Act), and other related Government programs and services (e.g., Financial Administration Act).
- Possesses detailed knowledge of human resources practices, Alberta Employment Standards, and other legislation specific to privacy, human rights, workers compensation and occupational health and safety.
- Possesses detailed knowledge of the Child Intervention Practice Framework.
- Possesses a detailed understand of the standards, policies, and case management theory and practices of the programs and services related to supporting vulnerable and at-risk children, youth, and young adults up to the age of 24.
- Demonstrated ability to maintain confidentiality, diplomacy and objectivity when communicating and interacting with employees and leaders.
- Excellent verbal, written and interpersonal communication skills, with the ability to work well under minimal supervision.
- Sound knowledge of the Siksika culture and issues affecting Siksika children, families and community.



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- Knowledge of aboriginal or Siksika culture, language and history.
- Proven track record of strong organizational and excellent communication skills (including interpersonal, writing, and editing) capable of multi-tasking, highly organized, and able to meet deadlines.
- Embraces technology with intermediate to advanced skills in Microsoft Office.
- Possesses the ability to work in crisis situations and de-escalate situations effectively.
- Ability to effectively interface with all levels of employees from entry level to senior management.

WHY WORK AT SIKSIKA FAMILY SERVICES CORPORATION:

Siksika Family Services Corporation (SFSC) is providing valuable services to better the quality of life for Siksika Nation members, as an employee of SFSC you will contribute to this inspiring vision. Siksika Family Services Corporation provides a great benefits package including comprehensive health and dental coverage, a defined contribution pension plan, professional development programs and a competitive compensation.

REQUIRED QUALIFICATIONS:

The Director, Children Services will have completed the Government of Alberta Delegation Training and have a minimum of ten years of social work and progressive leadership experience combined with a Bachelor of Social Work degree or other related degree. Equivalent combinations of experience and education will be considered. Experience working with First Nations is advantageous. A valid Alberta drivers' licence and intervention check are required for the position. Successful applicants must provide proof of qualifications.

TO APPLY:

Candidates are encouraged to apply early to ensure their application is given consideration.

Resumes and cover letters should be submitted to familyserviceshrm@siksikafamilyservices.com

SFSC thanks all applicants and wishes to advise that only those candidates under consideration will be contacted.