



Native Child and Family Services of Toronto

Supervisor, Intensive Family Healing

Hours: 35 hrs/wk.

Range: \$ \$77,953- \$94,195

Location: 30 College St.

Position: Non-BU Permanent FT

Summary:

Native Child and Family Services of Toronto strives to provide a life of quality, well-being, caring and healing for our children and families in the Toronto Indigenous Community. We do this by creating a service model that is culture-based and respects the values of Native people, the extended family, and the right to self-determination and through the integration of holistic, culturally based prevention services that are child centred, family focused, and community driven.

The Supervisor, Intensive Healing Team has primary responsibility in the supervision of front-line Intensive Family Workers, OTC Worker and oversight for the partnership with Sick Kids. The position directly supervises all programs and staff and ensures that programs are designed and implemented in a manner consistent with Native Child and Family Services of Toronto's cultural base, its agreements with funders, and its accountability structures, including internal and external standards and practices.

Primary Responsibilities:

- Provide full program oversight for our Sick Kids Partnership, develop the cross-training, policies and practices needed to support, and provide the agreed upon leadership needed on both sides of the partnership.
- Provide Culture based training
- Supervise our existing OTC worker who provides OTCs to families needing/requesting intensive services and in this way provide intake support into the program, along with their regular OTC duties
- Supervise 4-5 Mooka'am clinical staff whose work focuses on providing intensive services both within the Sick Kids Partnership program and beyond
- Provides direct supervision to staff, including hiring, determining work priorities, assigning duties, providing direction and training, setting performance standards, conducting performance appraisals, and taking corrective or disciplinary action if necessary
- Provides direction to clinical staff and relays corporate mandates, goals and objectives
- Serves as a clinical resource and provides or arranges for clinic training.
- Ensures staff are addressing the cultural needs of the clients. Including utilization of Elders and Traditional Teachers
- Maintains and updates policy & procedure manual and clinical operations manuals and procedures
- Maintains client, employee and company confidentiality
- Assists with partnering opportunities, linkage/support agreements and other critical relationships with internal and external resources



Native Child and Family Services of Toronto

- Maintains current knowledge of and working relationships with community resources and social service providers, may also attend community planning committees
- Liaises between staff and clients as necessary; liaises with all related resources and stakeholders as required.
- Enforces program Policies and Procedures and funder requirements, including compilation of all necessary reports.
- Prepares briefs, proposals, reports and data records as required.
- Participates and contributes to the work of the management circle.
- Other duties as assigned by Senior Supervisor.

Qualifications, Knowledge and Skills:

Education and Experience:

- Strong understanding and practice of Indigenous approaches to healing, including land-based practices and cultural knowledge.
- Connection to FNIM communities and knowledge and awareness of the diverse urban Indigenous population
- Bachelor's or Master's degree in Psychology, Social Work, Counseling or a closely related field.
- Three years of experience in a clinical supervisory/management.
- Demonstrated experience in supervising staff in the areas of:
 - Coaching, setting goals for performance and deadlines in ways that comply with NCFST plans and vision
- Experience organizing workflow and ensuring that employees understand their duties or delegated tasks
- Familiarity with operational functions as they relate to managing attendance, vacation, sick time, etc.
- Experience in program development is an asset.
- Experience using Coyote Caseworks would be an asset.
- Pass a Vulnerable Sector Police Record Check

Knowledge:

- Demonstrated understanding, and commitment to, integrating the Native Child and Family Services of Toronto Mission and values in to practice, service and relationships.
- Understanding and grounding in cultural and social issues affecting Indigenous people
- Demonstrated understanding of workplace Health and Safety practices and understanding of an employee's responsibility under current legislation.
- Understanding of clinic operations
- Knowledge of all relevant Acts, Regulations, Policies and Procedures.

Skills:

- Strong clinical skills in both contemporary and Indigenous traditional approaches to healing.
- Leadership skills to provide direction, guidance and advice to staff; ability to lead a team through organizational change.
- Excellent listening skills and adept conflict resolution/ problem solving
- Self-starter, able to work autonomously and generate ideas and benefits for the Agency



Native Child and Family Services of Toronto

- Ability to work effectively with all levels of staff, to maintain effective communication and working relationships, demonstrating strong interpersonal skills, tact, sensitivity and build strong internal relationships.

To apply, please provide:

- Cover letter outlining how you how meet the qualifications of the role.
- Current resume and include three work related references
- Proof of Vaccination. NCFST employees are required to be fully vaccinated against COVID-19, absent of a valid medical exemption or other reasonable consideration pursuant to the Human Rights Code of Ontario.
- As a multi-service urban Aboriginal agency providing holistic, culture-based programs and services to Aboriginal children, and families, NCFST will give priority to applicants who identify as First Nations, Inuit, Metis, and those with close affiliations.
- NCFST is committed to providing a barrier-free work environment in accordance with the Accessibility for Ontarians with Disabilities Act and the Ontario Human Rights Code. As such, NCFST will make accommodations available to applicants with disabilities upon request during the recruitment process.

Closing Date: September 9th, 2022

If you are interested in this job opportunity, please apply by clicking [APPLY HERE](#)

We thank you for your interest, however, only those applicants selected for an interview will be contacted.