



Niijaansinaanik Child and Family Services

Niijaansinaanik Child and Family Services is a provincially designated Child Well Being Agency that provides Prevention, Protection and Child and Family Services that reflect values, beliefs and principles rooted within the Anishinabek culture. We serve the communities of Wahnapiitae, Dokis, Henvey Inlet, Magnetawan, Shawanaga, and Wasauksing First Nations.

PREVENTION SERVICES SUPERVISOR Permanent Full Time Competition # 09-0005

Reporting to the Manager of Resources, the Prevention Services Supervisor is responsible for directly supervising the Prevention Services Workers. The Supervisor is responsible for providing direction, coaching and clinical supervision to staff on all matters relating to child welfare service delivery while ensuring that their efforts are in alignment with the Agency's strategic planning, policies, and procedures as well as the legal framework of the Child, Youth and Family Services Act and First Nation standards of practice.

Salary: \$106,851.00 to \$130,000.00

Total Compensation includes: OMERS pension plan, comprehensive Health Benefits plan, statutory and agency holidays, competitive vacation, Employee Assistance Program

Salary above includes 5 step wage progression and final merit payment option

Front Line Support and Supervision:

Supervise and oversee the day-to-day case management of the Prevention Services Team by providing leadership, guidance, coaching, mentoring, support, and regular evaluation.

- Ensure that Prevention Services Workers:
 - Work collaboratively with service providers (internal and external) to provide comprehensive and coordinated services for children, youth, and families.
 - Advocate for all individuals' needs for First Nation services, off-reserve services, and other local service providers.
 - Provide a respectful, safe, and culturally relevant environment which respects each child, youth, and adult as an individual.
 - Engage with individuals in a way that empowers them to move towards a more holistic lifestyle.
 - Offer ongoing support to youth and families that help with life skills programming, financial management, budgeting, household management tenant skills, participation in the Community Learning Hub, etc.
 - Having regular contact with informal and formal local support agencies e.g. housing support services for children, youth, and families.
- Ensure provision of services and case management practices appropriately incorporate the enhancement and development of positive cultural identities of the children, families and communities served.

Leadership in Child Welfare:

Create a work environment that supports achievement of the Agency's vision and mission and promotes excellence in direct practice.

- Develop a supportive and caring work environment to encourage staff to be engaged, involved, and invested in their work.
- Demonstrate effective leadership to enhance staff performance in successful achievement of Agency and team objectives.
- Organize and lead regular team meetings to enhance planning, monitoring, problem solving, education, transfer of learning, and team and Agency development.

Human Resources:

Provide guidance, direction, and support to team.

- Identify proactive strategies of communicating performance standards and motivating workers.
- Develop team and individualized training plans.
- Develop and lead supervisory conferences, team meetings and case reviews and observe caseworkers to identify ongoing strategies to meet the team's training needs.

Qualifications

Minimum Education & Experience

- Master of Social Work degree is preferred and would be an asset.
- Honors Bachelor of Social Work (HBSW) degree.

Minimum Experience

- Five (5) years' direct experience working with children and families involved in child welfare protection.
- Three (3) years' direct management and administration experience in a child welfare protection or social service agency.

Knowledge Requirements

- Knowledge of Nijjaansinaanik Child and Family Services programs and services.
- Respect for, sensitivity towards as well as knowledge and understanding of Anishnawbek culture, traditions, and the Seven Grandfather Teachings.
- Basic knowledge of the Child, Youth and Family Services Act.
- Knowledge of First Nation service delivery, customs, and traditions in responding to child welfare.
- Knowledge of traditional practices, ceremonies, and teachings.

Other Requirements

- Must provide a clear Police Records Check – Vulnerable Sector
- Must provide a Class 'G' Ontario Driver's Licence
- Must have \$1M auto insurance liability coverage
- Must provide an acceptable three-year uncertified Driver's Abstract

Work Site Location:

- To be determined

Nijjaansinaanik 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. Accommodations are available upon request for candidates taking part in the recruitment process. Please submit your resume and cover letter citing the competition # indicated above:

Human Resources
Nijjaansinaanik Child and Family Services
940A Main Street, Dokis First Nation, ON P0M 2N1
Email to: careers@nijjcs.com

Application deadline is:

September 27, 2024, at 4:00 p.m.

Preference will be given to applicants of First Nation ancestry, please self-identify.
We thank all those applicants for their interest, however, only those selected for an interview will be contacted.

For a more detailed job description, please contact Human Resources at careers@nijjcs.com