



## Northwestern Ontario Métis Child & Family Services

*Supporting Métis Children, Families and Communities*

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### EMPLOYMENT OPPORTUNITY

**Position: PRESERVATION WORKER**

**Location:** Kenora, ON

**Status:** Full-time, Permanent

**Closing Date:** Open Until Filled

Northwestern Ontario Métis Child and Family Services is a non-profit agency providing culturally safe support services for children, youth, families and elders using a Wholistic Service Delivery Model (WSDM).

#### GENERAL DESCRIPTION

The Preservation Worker is a full-time program support position. The Preservation Worker provides culturally relevant, family-focused, in-home, and one-on-one services to families in crisis to improve parenting and family functioning whilst ensuring children are safe. The Preservation Worker will provide support and education to individuals and families in areas including, but not limited to, child development, positive parenting strategies, communication, domestic violence, employment, housing, home management, financial skills, school related issues, and overcoming addictions and mental health concerns. Outcomes of service provision will ensure the well-being of children, reduce incidences of abuse and neglect, strengthen family units, and reduce the number of children requiring alternate placements outside of the home.

#### RESPONSIBILITIES

- Provide relevant, competent services to Métis families, children, and youth from the point of referral to case closure.
- Provide comprehensive case management, including assessment, planning, coordination, and ongoing monitoring of family support services.
- Consult and coordinate with Elders, Metis Knowledge Keepers, and other cultural supports/resources to provide advice and support to families.
- Assist and teach parents to develop culturally safe and competent strategies to strengthen parenting skills and knowledge, develop an understanding of age-appropriate expectations and discipline and effective coping skills.
- Work alongside families in cases which have open protection files with Indigenous Child and Family Well Being Agencies or Children's Aid Societies to ensure that families are empowered.
- Assess the needs of young people, planning, linking and delivery of services and programs related to life skills development such as education, employment, mental health, housing, budgeting, cooking, health and fitness, smoking, drug use and healthy relationships.
- Mentor, coach, and support Métis children and youth to build on their strengths and capacity to facilitate personal, social, and educational growth to foster healthy growth as they age.

- Plan, organize, and deliver culturally relevant workshops, group sessions, and community events that support parenting, life skills, cultural learning, and family well-being.
- Provide intensive in-home services to assist the family in obtaining skills and knowledge through empowerment to successfully maintain their family unit and strengthen links to all applicable helping resources to ensure children grow up safe within their own families.
- Provide hands-on, in-home support to families struggling with various parenting and/or relationship challenges as well as concerns related to home care and management.

## **QUALIFICATIONS**

- Bachelor of Social Work with a minimum of two years' experience in family support services; however, a combination of education, experience and skills may be considered
- Experience working with Indigenous agencies and Indigenous programs

## **REQUIREMENTS**

- Knowledge of NWOMCFS vision and mission, structure, Prevention and Family Preservation, service development, service planning, and social work case management
- Ability to be a firm and articulate advocate for Métis people
- Demonstrated ability to prepare comprehensive reports regarding service delivery and procedures
- Commitment to helping Métis people across the lifespan by providing services in ways that respect Métis cultural and spiritual practices
- Strong leadership skills including modeling, coaching, and mentoring
- Invested to community partnership development and ability to negotiate and manage partnerships with external organizations
- Knowledge of computer equipment with related software such as Windows, Word, Outlook and related database applications
- Ability to work collaboratively with all levels of staff on a wide variety of topics
- Demonstrated initiative, time management, and excellent organizational skills
- Excellent interpersonal skills and experience working effectively as a team member
- Professional integrity and ability to maintain confidentiality
- Ability to speak Michif is an asset
- Must provide a current satisfactory Criminal Records Check and Vulnerable Sector Screening
- Must possess a Class G Ontario Driver's License, have access to a vehicle, willing to travel, and provide a three-year uncertified Driver's Abstract

**Compensation:** \$58,707 - \$72,000 per annum

**Benefits:** Dental and vision care, extended health, life insurance, EAP, four weeks of vacation, STD and LTD coverage, defined contribution pension and a workplace committed to personal well-being.

## **Working Conditions:**

This is a full-time position working standard office hours (35 hours per week). This position functions in a normal office environment with extended periods of sitting using typical office equipment. There are no unusual physical demands. The noise level can be moderate to high. The position may expose the Preservation Worker to high levels of tension and there may be some challenging contacts or situations that arise.

Given the traditional practices of Indigenous people, from time-to-time exposure to smoke from the burning of sacred medicines; tobacco, sweet grass, sage, or cedar, may also occur.

**Application Process:**

Please submit the Application for Employment available on our website [www.nwomcfs.ca](http://www.nwomcfs.ca) and include a detailed cover letter and resume. Incomplete applications will not be considered.

Complete applications can also be emailed to

[HR@nwomcfs.ca](mailto:HR@nwomcfs.ca)

Please note that as an Indigenous Well-Being Agency, preference will be given to qualified applicants of Métis, First Nations, and Inuit ancestry. Please self-identify when applying.

***We thank all applicants; however, only those selected for an interview will be contacted.***