



Employment Opportunity  
**PERMANENCY SOCIAL WORKER**  
**LS-PERM-SW-0919**

**PURPOSE:** Reporting to the Permanency Manager, the Permanency Social Worker will be responsible for the cultural, relational, physical and legal permanence of children in the care of Lalum'utul Smun'eem Child and Family Services. The Permanency Social Worker will maintain an understanding of traditional processes to ensure Cowichan children are connected to their culture, and adhere to the policy and standards associated with Guardianship and Adoptions delegation. **This is a full-time permanent position with moderate local travel required.**

**RESPONSIBILITIES:**

- Advocate for the child/youths' needs; ensure that the child/youth is aware of their rights under the CFCSA;
- Utilize a holistic and collaborative approach, plan for each child and youths' individual needs, while setting achievable goals that can be monitored for completion;
- Involve birth parents and extended family in planning where it is appropriate to do so;
- Liaise with the child/youths' Indigenous community to ensure they have been included in all aspects of planning for the child/youths' care;
- Ensure that culturally appropriate and specific Care Plans are developed and implemented for every Cowichan child/youth in the continuing care of Lalum'utul Smun'eem CFS and with a primary focus on permanency for the child/youth in care;
- Ensure that documentation and file recordings are accurate and complete according to standards and policy;
- Work collaboratively with all members of the child/youths' care team to ensure that the child/youths' needs are being met;
- Ensure there is the opportunity and means to connect or reconnect children/youth to their families, community and culture as appropriate;
- Provide on-going support and guidance to the child/youth for the duration of his/her time in care, taking into consideration the child/youths' views and best interests as outlined in legislation;
- Prepare the child/youth for permanency or placement transitions and assist youth in care to transition out of care at the age of 19;
- Other related duties as required.

**EDUCATION AND EXPERIENCE: (please attach all supporting documents)**

- Bachelor's degree in Social Work, Child and Youth Care or a related degree is required; Master's degree preferred; combination of education and experience in Indigenous child welfare will be considered;
- C4 Delegation required; C3 will be considered.
- 2-years' experience in the Child Family Services sector is preferred; experience with Indigenous child welfare is an asset;
- Must be willing to travel and may be required to work some evenings and weekends;
- Valid Class 5 BC Driver's License with clean drivers' abstract and a reliable vehicle;
- Must complete a successful Criminal Record Check.

**SKILLS, KNOWLEDGE, AND ABILITIES:**

- Knowledge of Cowichan Tribes and La'lum'utul Smun'eem services and programs;
- Strong understanding of the history of colonization and the resultant child welfare issues;
- Thorough understanding of the Child, Family and Community Services Act, and the Aboriginal Operational Practice Standards and Indicators (AOPSI) and Child and Youth in Care Standards;
- Demonstrated respect for and willingness to learn about cultural protocols, teachings and ways of life relating to Cowichan peoples;
- Awareness of resources available in the community and how to access them;
- Demonstrated ability to work in a respectful and collaborative way with team members, community Elders, children/youth, extended family members, caregivers, and various agencies within the community;
- Ability to work with clients, birth family members and community members from a trauma informed practice approach and promote healing opportunities for children and families;
- Working knowledge of the ICM and MIS systems;
- Excellent computer skills including Word, Internet Explorer, Windows and Outlook;
- Demonstrated ability to work well under pressure in a fast-paced, high-stress work environment where work priorities change frequently.

*Interested applicants are invited to submit a current resume and a detailed cover letter clearly stating how you meet the qualifications listed in the job posting. Please reply to the undersigned, quoting the reference number and position title.*

**Attention:** Reference No. LS-PERM-SW-0919

Human Resources Department, Cowichan Tribes  
5760 Allenby Rd. Duncan, BC V9L 5J1

**Email:** [resume@cowichantribes.com](mailto:resume@cowichantribes.com)

**Website:** <http://www.cowichantribes.com/employment>

**Deadline: 4:00 p.m. Friday, October 4, 2019**