



**Metis Child, Family & Community Services (MCFCS) Agency** is a mandated child and family services agency with the responsibility to administer and manage culturally appropriate community-based child protection and support services for Metis and Inuit people in Manitoba.

## **RESOURCE DEVELOPMENT SOCIAL WORKER TERM POSITION**

**Position:** Resource Development Social Worker Competition #: IAC RD SW 11.02.2016  
**Hours of Work:** 7.25 hours per day  
**Classification and Salary:** SP4, \$27.37 - \$37.96 per hour  
**Location:** Winnipeg, MB

Reporting to the Alternative Care Supervisor, the Resource Development Social Worker is responsible to develop, support and supervise foster care resources for families and children. The incumbent will provide a range of services that deliver unique alternative care options, individual and group programming and other support as required to children and families, participate in permanency planning for children; and participate in ongoing evaluation of program model and service delivery model. It is the responsibility of every position to provide, where requested culturally relevant service or assist with access to such service.

Listed below is a summary of the qualifications and responsibilities of the position; complete job descriptions will be available to the successful candidate.

### **Main areas of Key Responsibilities and Activities**

- Collaboratively identify the needs of children and youth and develop and implement a clinical response to meet their needs.
- Advocate for the specific needs of the children and youth.
- Provide direct support to children and their alternative care providers with a strength based approach.
- Identify, develop and support the skills and abilities of all alternative care providers.
- Complete administrative requirements including file recording, forms and correspondence.
- Assist with mediation and conflict resolution.
- Complete home studies and yearly reviews. Monitors best practice trends and recommends and implements changes to resources, based on needs of children and families.
- Implement and deliver a strength based solution focused approach to clinical practice.
- Work in partnership with other agency teams and collaterals.

### **Education and Experience**

- Bachelor's degree in Social Work or Master of Social Worker would be an asset.
- BA and five years related social services experience including working with foster families. Other education/experience will be considered, provided registration with the Manitoba College of Social Workers can be obtained.
- Experience with behavioural plans.
- Strong assessment and screening skills and experience.

### **Knowledge, Skills and Abilities**

- Demonstrated understanding of Metis and Inuit culture and communities.
- Demonstrated knowledge of CFSIS, Microsoft Office, and Outlook.
- Comfortable with public speaking as the role requires regular delivery of Foster Parent orientation and periodic recruitment events.
- Skills to develop programs and support services to facilitate reunification.
- Strong ability to develop, support and license alternative care placement resources for children.
- Demonstrated ability to implement an inclusive model of care with a focus on the children, youth and their families.
- Strong understanding of the provincial regulations and standards with respect to foster care licensing.
- Understanding of child welfare act, standards and regulations.
- Excellent assessment, interviewing and counseling skills.
- Good organizational, time management and prioritizing skills.
- Advanced communication skills, both written and oral.
- Demonstrated ability to interact with people in a sensitive, tactful, diplomatic and professional manner at all time and to work cooperatively within a team environment.
- Ability to work effectively in a high volume and time sensitive environment.
- Ability to work in an ethical manner and ensure integrity while maintaining confidentiality.

**Prior to commencing employment the successful applicant will be asked to provide satisfactory results of a Criminal Record Check with Vulnerable Sector Search, a Child Abuse Registry Check, Prior Contact Check and a Driver's Abstract upon hire at their own expense. In light of long processing times for these checks we encourage applicants to apply early, as this will reduce wait times to begin employment. A valid Manitoba driver's license and the use of a personal vehicle are requisites as travel within and outside the city are required.**

**Proof of registration with the Manitoba College of Social Workers is a requirement.**

**MCFCS offers a supportive and progressive work environment, competitive salaries, excellent benefits package and training opportunities.**

Please submit your resume under cover letter indicating the competition number:

**Human Resources  
Metis Child, Family and Community Services Agency  
100 Sutherland Avenue Winnipeg, Manitoba R2W 3C7  
FAX: 204-942-6444 or email: [hr@metisfcs.mb.ca](mailto:hr@metisfcs.mb.ca)**

**Deadline for applications: 8:30 a.m. Wednesday November 2, 2016**

We thank all who apply; however, only those selected for an interview will be contacted.  
**Preference will be given to Metis and Inuit applicants.**