



Family Intervention Generalist Competition # 1348

The Family Centre has a strong reputation for providing quality services basing our work on research and evidence based practices. We pride ourselves on providing leading edge training and strong, reflective supervision. Our intention is to create a healthy organization that is intelligent in its response to community issues and intentional about our respectful treatment of each other. We have a strong focus on Trauma Informed Care for the communities we support, as well as our staff teams. The Family Centre strives to hire a diverse team of employees, reflecting the diverse communities we support.

Mission:

The Family Centre exists to support families and children to help them flourish and to help people engage with one another in order to promote healthy, safe, and economically viable communities.

Vision:

Healthy families in healthy communities.

The Role:

The Family Centre is looking for a motivated individual who is interested in challenging, fast-paced, frontline social work. The Family Intervention Generalist (FIG) provides in-home support to marginalized children and families who have Children's Services involvement. This includes a significant proportion of First Nations, Metis and Inuit families and first generation Canadian families that have experienced the impacts of trauma and multigenerational abuse and neglect. The FIG position is a key role within Collaborative Service Delivery (CSD). The guiding principles of CSD are early engagement, family centered involvement, outcome based practice, collaboration and shared responsibility with Children's Services and flexibility/innovation within the delivery of services.

The Family Centre has been working with community partners to build long term, promotional approaches to reverse the trend that an increasing proportion of our community's children are at high risk. In our efforts to address the increasing number of families that are disenfranchised we have developed a conceptual framework to focus on healthy and safe communities whereby children live, grow and develop in family settings. This model has five fundamental constructs.



- *Community based model:* A relational, community based framework allows for hundreds of relationships with children and families, some that never attain active status or come in and out of the system more fluidly building on the success of previous engagements.
- *Ecological Approach:* Looking at the child within family, within the school and community. Attempting to build capacity in all of those areas to work towards sustainable change.
- *Resiliency Theory:* Resiliency research has been helpful in providing us with a language or philosophical perspective. It has also given us a way to understand the correlation between protective factors (developmental strengths) and risk factors such as violence, addiction, sexual acting out.
- *Collaborative Work:* Collaborative approach honoring all professions and agencies. Raising children within community takes all of us. The key is how do we work together to continue to reduce funding, professional and practice silos.
- *Promotion/Prevention/Intervention/interdependence:* The full spectrum of support is required to meet the goals of CSD. To ensure that children are reunited with families more quickly, to increase placement stability, to decrease re-entry to services, requires long term sustainable goals that focus on healthy and safe communities whereby children live, grow and develop in family settings.

FIGs are ultimately responsible for the coordination, initiation and mobilization of internal and external resources required to meet the permanency objective as determined with Children's Services and the families we work with.

Qualifications:

- Degree in Human Services Field, with related experience
- When eligible, application to and maintenance of membership in a professional organization
- A minimum of 3 years' experience working with families
- Experience working with Child & Family Services and CSD beneficial
- Experience working with families from diverse cultures, including indigenous families
- Understanding of indigenous ways of knowing, doing, and being
- Knowledge, skills and abilities to work with people who have experienced trauma
- Understanding of community development approaches



- Understanding of the Child, Youth, and Families Enhancement Act
- Proficient oral and written communication skills
- Case management and facilitation skills
- Current certification in First Aid and Level C CPR
- Current ASIST Suicide Intervention Training
- Police Check and Child Welfare Intervention Record Check completed within the last 6 months
- Valid driver's licence, reliable vehicle capable of transporting children in the backseat, and liability insurance

Attributes:

- Strong interpersonal skills to help establish good working relationships with clients and colleagues
- Ability to establish clear boundaries and be sensitive to the individual needs of each family
- Ability to work in a team environment
- Ability to problem solve with a non-confrontational approach
- Reliable and flexible availability, including some evenings and weekends
- Excellent organizational skills and detail oriented
- Ability to respond to crisis situations in a calm manner

Key Responsibilities:

- Support families and youth who have Children's Services involvement in their physical, mental, emotional, and spiritual wellbeing
- Provide in home support and community based support, including supporting access between parents and their children who may be in government care
- Use the Signs of Safety model to identify and assess risk and develop and support the families in creating safety in collaboration with Children's Services
- Use a Trauma Informed Care approach to support families in exploring and understanding how what happened to them affects them now – using the Adverse Childhood Experiences questionnaire as a tool for this
- Assisting families to connect with natural and community resources, including identifying, strengthening, and reconnecting family, kin, and friends using kinship mapping, family finding tools, genograms, and ecomaps
- Facilitate meetings with the families and services providers from within The Family Centre and external to The Family Centre



- Use the Permanency Rating Scale to support legal, relational, and cultural permanency planning as well as children and youths' understanding of their stories and hopes for their future
- Complete formal documentation including regular contact notes, the Family Assessment Form, and monthly reports
- Attends staff meetings, service team meetings, trainings and supervision meetings as required

What to Expect:

- *Training* – compressive onboarding/orientation process which includes service specific training, and agency wide core training.
- *Feedback* – a strong supervision model that provides regular formal and informal opportunities for feedback
- *Performance coaching* – formal and informal coaching regarding the development of personal and professional growth and development.

Compensation:

The Family Centre is committed to employee wellbeing and development. The comprehensive compensation package offered to employees reflects those values and is competitive within the marketplace.

- \$47,210 to \$61,417 annually
- On-call compensation
- Competitive Health Benefit Plan
- 3 weeks' vacation
- RRSP matching
- Ongoing paid training
- Mileage and parking compensation

Please send your resume and cover letter to:

Samantha Howe
Growth and Development Supervisor
samantha.howe@the-family-centre.com



The Family Centre thanks all applicants in advance. Only those candidates selected for an interview will be contacted. The Family Centre is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes, as well as work environment. We will be happy to work with applicants requesting accommodation at any stage of the hiring process.

“The greatest joy as a Family Intervention Generalist is building relationships with families and watching them succeed in their journey while supporting families and children to help them reach their fullest potential.”

- Michael (Family Intervention Generalist)