

Child Welfare Team Lead

Employer:	Batchewana First Nation		
Posted:	12 months ago	Closing Date:	September 22, 2023
ES Job ID:	14763	Location:	Batchewana First Nation
Sector(s):	Other	Duration:	Full Time

Job Description:

Who We Are

The Ojibways of Batchewana First Nation (BFN) are a progressive and vibrant Indigenous community situated on the north-eastern shore of Lake Superior adjacent to the City of Sault Ste Marie, Ontario. The First Nation is comprised of four land bases: Rankin, Goulais Bay, Obadjiwon, and Whitefish Island.

Batchewana First Nation has the charm of small-town life with access to urban areas and proximity to the international bridge. As part of the Association of Iroquois and Allied Indians and signatories to the Robinson Huron Treaty, Batchewana First Nation assert their sovereignty, jurisdiction, and expressions of nationhood through a multitude of approaches each and everyday.

Position Summary

The Child Welfare Team Lead is responsible for directly supervising the front-line child welfare/band representative workers and support staff. The Child Welfare Team Lead is responsible for providing direction, coaching, guidance, and supervision to staff on all matters relating to child welfare services delivery while ensuring their efforts are in alignment with the Batchewana First Nation strategic planning, policies, and procedures as well as legal framework of the Child Youth and Family Services Act and Batchewana's Standard of Practice.

Key Duties & Responsibilities

- Ensure provision of services and case management practices appropriately incorporate the enhancement and development of positive cultural identities of the children, families and communities.
- Ensure development and consistent day-to-day supervision of thorough and relevant assessment, planning, action, and evaluation to all children and families being serviced by Batchewana First Nation.
- Plan, organize, makes decision for, and monitor all casework activities to ensure consistency with legislation, practice standards, regulations, Batchewana First Nation vision, mission, policies, procedures, and community norms.
- Provide holistic supervision and ensure services are provided using family-centered, strengths-based, child focused practices while assisting families in building their capacities to provide safe and nurturing environments for children.
- Ensure services in accordance with Batchewana First Nation Traditions and values.
- Identify, assess, and develop strategies to resolve conflict among agency departments, communities, children, families, staff members, and service providers.
- Manage team budget and develop team work plans in accordance with the Batchewana First Nation services philosophy and vision in collaboration with the Director and COO.
- Ensures information is communicated to team in a clear, precise, and understandable manner.
- Translate relevant legislation into language understood by the Child Welfare Team, children, and families served and First Nation communities.
- Provide on-call supervision for covering on-call/after- hours workers.

- Establish and maintain effective working relationships and collaborates with key agencies and other child and family service providers.
- Assist in providing information for policy negotiations with government and agencies as requested by the Human Services Director or the COO.

Required Skills:**QUALIFICATIONS & EXPERIENCE:**

- University Degree with Honours in Social Work or related field
- Five years' experience working with children and families involved in Child Welfare Protection.
- Three years direct management and administration experience in Child Welfare Protection or Social Service Agency.
- Registration with Ontario College of Social Workers an asset.
- First Nation Experience considered an asset

KNOWLEDGE, SKILLS & ABILITIES:

- Knowledge of BFN and Nog-Da-Win-Da-Min programs and services.
- Understanding, respect, and sensitivity of Anishnawbek culture, traditions, and Seven Grandfather Teachings.
- Knowledge of BFN services delivery, customs, and traditions in responding to Child Welfare.
- Knowledge of relevant legislation such as: Child, Youth, and Family Services Act, Canadian Human Rights Code, Canada Labour Code, Occupational Health & Safety Act, and other relevant legislation.
- Design and operation of various services delivery models.
- Exceptional interpersonal, relationship, and leadership skills.
- Exception verbal and written communication skills.
- Superior time management and prioritization skills.
- Strong user level competency in computer software including Microsoft Office; Word, Excel, and Outlook.
- Strong negotiation, conflict resolution, and people management skills.
- Ability to work in team environment.

Requirements:**CONDITIONS OF EMPLOYMENT**

- Favorable Canadian Police Information Check (CPIC) with Police Vulnerable Sector Check (PVSC).
- Valid G Driver's License and/or access to a reliable vehicle.

How to Apply:

How to Apply & Deadline: Please forward your cover letter and resume to email:
humanresources@batchewana.ca Subject Line: Child Welfare Team Lead

ALL APPLICATIONS MUST BE RECEIVED BY September 22, 2023 AT 12:00 PM (Noon).

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

Why BFN?

Developing diverse and unique partnerships, Batchewana is an ambitious First Nation with an entrepreneurial spirit. BFN is seeking employees that can compliment their thriving professional landscape while continuing to promote Indigenous culture and their long history of protecting and upholding inherent obligations.

Guided by the 7 Grandfather Teachings, Batchewana First Nation is seeking driven individuals who can work together to uphold self-determination efforts of the Anishinaabe Peoples and communities. Keeping in mind the wisdom of our Elders, and the future for our youth, BFN encourages employees to continue to create a path forward in building our Nations as strong, healthy Peoples respectful of ourselves, each other, and all creation.



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How We Operate

Batchewana First Nation is Governed by an elected Chief and Council and operates under a Senior Management team comprised of Program Directors and the Chief Executive Officer. Both Political and Administrative leadership value the efforts and hard work of the BFN workforce and foster an environment of collaboration and respect

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