



# EMPLOYMENT OPPORTUNITY

**Scw'exmx Child and Family Services Society (SCFSS)** is family-centered and guided by nłe?kepmx and syilx traditional knowledge and principles. SCFSS utilizes prevention and protection strategies with the collective goal to keep children with their families and communities. SCFSS recognizes historical challenges and is guided by traditional strength and wisdom to build family and community capacity in a monumental shift from protection to prevention.

**As an Indigenous organization serving the nłe?kepmx and syilx communities, SCFSS prioritizes the hiring of nłe?kepmx and syilx community members.** Following community member priority and pursuant to Section 41 of the BC Human Rights Code, preference may be given to qualified applicants of Indigenous ancestry.

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## COMMUNITY SERVICES TEAM LEADER

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**Status:** Full-time | Permanent  
**Hours:** 35 hours per week | 8:30 - 4:30 | Monday – Friday  
**Wage:** Range: \$41.65 - \$47.45 | Starting wage commensurate with experience  
**Benefits:** Comprehensive Benefits Package | Public Service Pension Plan  
**Location:** Merritt, BC

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### POSITION SUMMARY

Scw'exmx Child and Family Services Society (SCFSS) is seeking a Community Services Team Leader to join our team. The Community Services Team Leader is responsible for planning, developing and leading the Community Services Program at SCFSS. This role involves ensuring the effective planning, development, facilitation and evaluation of culturally relevant community prevention programs, services and events for our five member communities in the Nicola Valley, as guided by community directives. The Community Services Team Leader works to align efforts between SCFSS internal teams and external partners to uphold community responsibilities. This is achieved by strengthening and preserving cultural values through prevention-focused actions, education and advocacy, building and maintaining positive working relationships with community partners and creating meaningful connections with community members. Additionally, the Community Services Team Leader oversees it's program in accordance with nłe?kepmx and syilx practice frameworks and provides strategic leadership through individual and team supervision, guidance, and coaching.

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### OVERVIEW OF DUTIES & RESPONSIBILITIES

- Lead, plan, develop and oversee SCFSS's Community Services Program.
- Integrate nłe?kepmx Framework of Practice and the captíkʷł Ethic Agreement to enhance support services for children, youth and families.
- Conduct needs assessments to identify gaps and collaborate to develop strategic plans and priorities that address the needs of communities.
- Incorporate nłe?kepmx and syilx ways of knowing into all aspects of programming, community interaction, and planning, to preserve familial and cultural practices through the support of Resident Elders and local knowledge keepers.
- Support the education of communities and designated band representatives on community prevention strategies and the long-term reform of First Nations Child and Family Services.



# COMMUNITY SERVICES TEAM LEADER

- Assist the five member communities in planning prevention programs and support the development of workplans and budgets in alignment with community prevention objectives.
- Manage Community Services Program training, education and mentoring with communities and regular communication with community members to foster strong relationships across all five communities.
- Exercise supervision over six Community Prevention Workers and one Event Coordinator.
- Receive regular consultation and review with the Community Manager including an Annual Performance Evaluation and Personal and Team Work Plan review.

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## JOB REQUIREMENTS

- Clear Criminal Record check and Ministry of Child and Family Development (MCFD) Prior Contact Check required before commencement of employment.
- Valid Class 5 BC driver's license without restrictions.

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## EDUCATION & EXPERIENCE

- Bachelor's degree in Social Work, Human Services, Education, Community Planning or a related field. Equivalent combinations of training and experience will be considered.
- At least two years of experience in an Indigenous environment.
- A minimum of two years of leadership experience.
- Demonstrated working knowledge of nłeʔkepmx and syilx language and culture.

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## MINIMUM REQUIRED COMPETENCIES

- **Indigenous Knowledge:** working knowledge or willingness to learn nłeʔkepmx and syilx culture and language; sensitivity to the historical and systemic impacts on Indigenous families and communities from intergenerational trauma.
- **Critical Thinking:** analytical, methodical, fact-based decision-making, with a capacity for creative problem solving, and considering diverse perspectives.
- **Business and Strategic Acumen:** proficient in business and strategic concepts in application to SCFSS.
- **Communication:** facilitation and presentation skills, professional business writing, and ability to communicate clearly and confidently with diverse audiences.
- **Motivation:** self-motivated, capable of effectively motivating others and, high productivity
- **Time Management:** highly organized, ability to prioritise tasks, manage deadlines, delegate responsibilities and coordinate multiple tasks to achieve goals.
- **Conflict Resolution:** anticipates, diffuses, and resolves conflicts while fostering a positive work environment.

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## APPLY NOW

- Applications can be submitted by emailing a resume and cover letter to [jobs@scwexmx.com](mailto:jobs@scwexmx.com) by January 10<sup>th</sup> 2025.
- We thank all candidates for their interest, but only those selected for screening will be contacted.