



Child & Family Services Director

Job Posting

Position Title:	Child and Family Services Director
Hours:	35 hours per week
Wage:	\$46.04 - \$52.53 per hour (<i>starting wage negotiable & commensurate with experience</i>)
Start Date:	ASAP

At Lake Babine Nation, we believe that through good governance, we will ensure all members have a healthy, traditional, and prosperous future. Our commitment to respect, honesty, tradition, and health and wellness helps enable a strong community and brings a rich culture to Lake Babine Nation as a workplace. Our commitment to excellence creates the opportunity for an empowering and rewarding career with the Nation.

JOB SUMMARY

Lake Babine Nation is seeking an experienced leader with a passion for advancing health and well-being to join our team as the Child and Family Services Director.

The Child and Family Services Director leads the Child and Family Services Department in delivering programs and services to enhance the well-being of children and families within the Nation. The Director is responsible for the innovative design and implementation of family-centred programs and services, implementation of strategic plans, meaningful engagement, relationship building, fiscal management of the department budget, compassionate leadership of staff, effective communications, and facilities management.

The Child and Family Services Director embodies the concept of two-eyed seeing – with one eye, viewing the world through Indigenous ways of knowing and with the other eye, viewing the world through Western ways of knowing. With this gift of multiple perspectives, the Director collaborates with other department leaders, the Executive Team, and staff to ensure child and family health and wellness is strengthened and a healthy, traditional Nation emerges with wraparound supports and services.

OVERVIEW OF DUTIES & RESPONSIBILITIES

- Oversees care planning, social work, discharge planning, social services, and case management for children and families engaged with the department's services and within the Nation.
- Works with other department leaders and the Executive Team to set a clear vision and strategic direction for the Child and Family Services Department and the Nation.
- Maintains strong knowledge of LBN's relationship with the Ministry of Child and Family Development (MCFD) and external delegated organizations.
- Assesses existing structure to ensure program delivery is in compliance with all policy, legal, contractual, budgetary and/or other requirements.
- Adheres to all requirements, reporting and otherwise associated with MCFD, Indigenous Services Canada, or other funding and governing bodies.



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- Implements effective change management strategies tactfully and collaboratively with a participatory leadership style.
- Provides compassionate leadership and mentorship to the Child and Family Services staff; effectively and clearly delegates projects, initiatives, duties and responsibilities, navigating the department's workload to ensure balance across teams and staff.
- Establishes and maintains effective relationships with external partners, such as Carrier Sekani Family Services.
- Leads annual strategic planning with Child and Family Services staff to facilitate the development of the annual department work plan, incorporating traditional protocols, culture, and language into work plans and initiatives.

MINIMUM REQUIRED QUALIFICATIONS

Education, Experience, Certifications, Training

- Minimum of a bachelor's degree in social work or child development. A master's degree is an asset.
- Minimum of ten (10) years of recent experience in the child and family services sector with progressively more senior roles, including three (3) years in a leadership position.
- Experience working in a First Nations community setting is preferred.
- Experience in a First Nations community health setting is an asset.

Knowledge, Skills & Abilities

- In-depth experience collaborating with child and family services organizations and Indigenous delegated agencies.
- Knowledge of First Nations governing bodies and experience working with First Nations communities.
- Demonstrated ability to work in a collaborative leadership environment.
- Demonstrated ability to provide leadership in a diverse team environment.
- Demonstrated ability to lead, plan, direct, manage, and implement change.
- Exceptional communication and interpersonal skills; is equally comfortable on a stage, at the leadership table, in the community, and in a business setting.
- Demonstrated ability to build effective working relationships with diverse and complex groups.
- Proven experience in facilitating community engagement sessions to gather input and feedback from community members, particularly regarding child and family programs and services.
- Proven experience preparing and presenting budgets, reports, policies, and proposals.
- Strong understanding of Indigenous culture, values, and community dynamics.
- Proven track record in developing and implementing strategic plans.
- Proficiency in the use of personal computer applications, such as Microsoft Office Suite.



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Position-Specific Competencies

- Initiative: self-starter; takes responsibility for own time and effectiveness. Takes the first step to identify and address existing or potential obstacles, challenges, and opportunities.
- Judgement/Decision Making: considers different perspectives before making a decision; weighs different options and evaluates risks. Reaches logical conclusions and decides on an appropriate plan of action. Reflects on previous decisions to learn and improve.
- Innovative: Keen to explore new ideas, techniques, and technologies. Applies creative thinking to handle challenges and seek new opportunities.
- Problem Solving: anticipates, identifies, and defines problems; seeks out the root causes. Uses critical thinking to develop and implement practical and timely solutions.

EMPLOYMENT REQUIREMENTS & CONDITIONS

Job Requirements

- Valid B.C. Driver's License.
- Completion of a Criminal Records Check with satisfactory results relevant to the position.
- Completion of a 5-year ICBC Driver's Abstract.

Working Conditions

- Ability to travel is required.
- Flexible hours, including evenings and weekends, may be required.
- Extended work hours may be required.

Apply Now!

Complete the [application form](#) and email it with your cover letter and resume to HR:

Attention: Human Resources
Email: hr@lakebabine.com

Pursuant to Section 41 of the B.C. Human Rights Code, preference may be given to applicants of Indigenous ancestry.

We thank all applicants -listed candidates will be contacted for an interview.