



# FRAFCA

Fraser Region Aboriginal Friendship Centre Association

“Looking for Individuals Passionate about helping others blend both, Modern and Traditional Healing Practices”



## Residence Support Worker

Job post date:	20 May 2020
Reports to:	Family Home Team Lead
Classification:	Part time – 20 hours per week
Location:	Surrey, BC
Rate:	Compensation based upon experience

### About Us:

The Fraser Region Aboriginal Friendship Centre Association (FRAFCA) is a rapidly growing Indigenous community-based organization, serving BC's largest urban Indigenous population of children, youth, families & Elders. Our Vision is to build **a community of strong, healthy, successful Indigenous people connected to each other and to their roots** by fostering their health & well-being through culturally relevant services, support, and advocacy.

### Position Summary:

The Residence Support Worker provides a safe, therapeutic, daily living environment for families residing in our family care home. This highly motivated individual works with the family to meet their care plan goals and achieve or restore balance in their lives and the lives of their children. Services are delivered, in accordance with legislation, regulations, contractual commitments, Society policies and commonly accepted practice standards for residence care. In addition, we incorporate traditional and cultural practices guided by traditional elders, and our land-based nations.

The ideal person lives a good, and healthy lifestyle, and role models wellness. Finally, the ideal person is connected to their own culture and is committed to working in a culturally safe way; is open and accessible to the family; is comfortable with conflict and can manage interpersonal conflict with ease; has excellent communication skills; and works well under pressure with an understanding that this create opportunities for growth and change. The individual is responsible for upholding FRAFCA's mission, vision, and values, and is highly collaborative and supporting staff to work to this end.

The position can expect to work with between 2 to 4 families over the course of a year with intensive in-home support, at 1 family at a time. The referrals shall originate from MCFD, Surrey School district, FRAFCA Programs, and self-referral.

### Why FRAFCA:

- Opportunity to work alongside cultural knowledge keepers & Elders;
- Holistic, culturally safe, approaches to serving our clients and community;
- Freedom to share and observe own cultural practices (i.e. smudging in the office);
- Parking available on-site;
- Extended Health Benefits Package (Medical, Dental, Travel) and Employee Assistance Plan after the 3-months of continuous employment;
- Paid sick/personal leave days;
- Paid vacation days (up to 25 days based on years of service);
- Offices located along main transportation routes; main office by the Skytrain station.



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## Your Duties:

- **Life Skills & Home management:** Mentoring and coaching parents to increase home organizational skills including budgeting, cooking, and meal planning, meal planning, baby safety, child friendly spaces, daily scheduling, daily routines, & de-cluttering.
- **Goal Setting and supporting the case planning:** Through a collaborative coaching approach, parents will be supported to develop short term solution focused plans to address their own wellness, the needs of their child, and the presenting challenges in their lives.
- **In-Home Parent Training:** Encourage parent child interaction, attachment and bonding through structured play, and recreational family outings; increase parent's understanding of developmental stages, nutrition, child safety, brain development, positive socialization, and injury prevention.
- Weekend, Overnight, awake, work times are part of the work schedule as well as some emergency shift coverage;
- **Family Support:** Increasing parents' understanding of the family stresses or interpersonal stresses they are experiencing and support them to find solutions, connect to appropriate resources, or in collaboration with the Family Support Worker (Sr. Position), develop a strategy to address.
- **Networking** with professionals who work with Aboriginal families including MCFD workers, other community & provincial services, health professionals, and the school district.
- **Case Management:** complete daily logs, critical incidents, referrals.
- Work cooperatively with each team member and assist the staff team in the development and review of program components.

- Assist with planning of daily operations if needed.
- Adhere to the House policy and procedures manual for clients and staff, FRAFCA policies and procedures and ensure COA/CARF standards and Licensing Standards are met.
- Provide a caring and positive environment for all connected to the program.

## Qualifications:

### **Education and Experience:**

- Diploma in human services, psychology, or one of the other behavioral sciences and one years' experience; or a certificate in human services and 4000 hours of experience.
- Culturally & emotionally grounded.
- Valid First Aid certificate, Food Safe certificate, and non-violent crisis intervention certificate.
- Physically, mentally and emotionally capable of performing the duties.
- Maintain a clean criminal record check and vulnerable sector search.

### **Other requirements:**

- Ability to work effectively in a team environment and with minimal supervision.
- Comfort with ambiguity, excellent problem solver.
- Excellent conflict management skills
- Analytical and observational skills.
- Basic computer skills (including Microsoft Office).
- Ability to multi-task.
- Experience working with the demands of a diverse team environment and cross-cultural setting.
- Demonstrated ability to work well under pressure.

## How to Apply:

Please send your **Cover Letter** and **Resume** by, mail, or email marked attention, at:

**Email:** [fracahiring@gmail.com](mailto:fracahiring@gmail.com)

**SNAIL Mail:** A101-10095 Whalley Boulevard, Surrey, BC V3T 4G1

Identify the position code (**PT-RSW**) in the subject of your email, and cover letter.

We thank all that apply, but only those selected for interview will be contacted.

Applications will be accepted on a rolling basis. Open until suitable candidate is found.

**\*\*\*\*\*Pursuant to S. 41 of the BC Human Rights code, preference may be given to Aboriginal Applicants.**