



SNAP Worker, 156-23-4
Social Services, Child & Family Services
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday, **September 27th, 2023**, for the **SNAP Worker with Social Services, Child & Family Services** Department. The Six Nations of the Grand River Application for Employment Form, Job Posting, and Job Description are available for printing from the www.greatsn.com website. Online applications are accepted through <https://www.vscyberhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY: The **POSITION** reports to and works under the direction and supervision of the Supervisor of the Clinical Services Unit, Child & Family Services.

SNAP Family and Child Workers (FCWs) will attend SNAP training, implement, assess, and monitor the SNAP program for children aged 6-12 years and their families. This includes collaborating with Community Agencies and Woodview Mental Health and Autism Services as a main partner. Work with a variety of services to provide a plan in line with the SNAP program and within the parameters of the Child Development Institute. FCWs have highly developed skills and relate effectively to a wide variety of audiences and are responsible for liaising with child welfare, schools, police, and other community partners. Also performs other related duties as assigned.

Type	Full Time
Closing Date	September 27 th , 2023
Hours of Work	35 hrs./week
Wage	TBD

*A competitive compensation package will be offered commensurate with qualifications. *

BASIC QUALIFICATIONS:

- The successful candidate must possess a Child and Youth Worker Diploma, Social Services Worker or Social Worker diploma with 2 years experience working with children ages 6 to 12 years;
- The successful candidate will have access to a reliable insured vehicle as travel is required within the community and Brant/Brant County;
- A valid Ontario class "G" driver's license and a principal driver of a reliable vehicle;
- Must pass a criminal record check and vulnerable sector check before employment commencement;
- Excellent communication skills; verbal and written

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- Ongwehonweh in preference to other applicants;
- Will be thoroughly familiar with relevant legislation, regulations and guidelines;
- Must have knowledge of the CBT framework;
- Experience working with families and children in a community setting;
- Will be able to travel to attend core trainings out of the community setting;
- Possess current CPR/First Aid Certificate;
- Knowledge of traditional approaches in helping;
- Extensive knowledge of the range of methods and techniques that are employed in social work proactive;
- Available to work flexible hours in accordance to working environment;
- Will be knowledgeable about Haudenosaunee culture and the contemporary characteristics of the Six Nations' social structure;

SUBMISSION PROCEDURE: (Choose one method ONLY):

Method #1: Online

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which includes:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
 - c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance, please reach out to Dennis Oake, HR Business Partner at 519-445-2223 ext. 5717 or via email at HRBP4@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in, and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualify you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

SNAP Worker – FT – 156-23-4
 c/o Reception Desk
 Grand River Employment & Training (GREAT)
 P.O. Box 69, 16 Sunrise Court
 Ohsweken, Ontario N0A 1M0

POSITION TITLE: **STOP NOW AND PLAN (SNAP) Child & Family Worker**
Child and Family Services, Social Services

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Supervisor of the Clinical Services Unit, Child and Family Services.

PURPOSE & SCOPE OF THE POSITION:

SNAP Family and Child Workers (FCWs) will attend SNAP training, implement, assess and monitor the SNAP program for children aged 6-12 years and their families. This includes collaborating with Community Agencies and Woodview Mental Health and Autism Services as a main partner. Work with a variety of services to provide a plan in line with the SNAP program and within the parameters of the Child Development Institute. FCWs have highly developed skills and relate effectively to a wide variety of audiences and responsible for liaising with child welfare, schools, police and other community partners. Also performs other related duties as assigned.

KEY DUTIES & RESPONSIBILITIES:

1. Technical Functions:

- Will have a sound understanding of the theories of child development and treatment as well as behaviours and emotional difficulties in children ages 6-12 years and their families;
- Maintaining a high quality interactive program for families, children and the community;
- FCWs must engage often hard-to-reach clients and work collaboratively with the family to develop a treatment plan tailored to their individual strengths and needs, managing risky behaviours when necessary;
- Working on a multi-disciplinary team FCWs assist youth and families with knowledge of the complexities of family life, group dynamics, and role-play and behaviour management techniques;
- Assesses child and family strengths and needs, including risk identification, according to program standards;
- Develops treatment plans and goals in conjunction with the family, addressing risk management
- Implements SNAP therapeutic model guided by CBT framework and may incorporate additional therapeutic modalities as required;
- Provides internal and external case management and service coordination for designated clients;
- Carries out various treatment components outlined in case management and treatment plans, including but not limited to: individual, family and group counselling with parents and child, effectively liaises, consults, and collaborates with other service providers (e.g. police) and makes appropriate use of community resources, acts as an advocate when needed (within the school and child welfare systems)
- Takes responsibility for monitoring the work facility and makes a reasonable effort to ensure a safe and healthy environment;
- Carries out discharge planning with families;

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- Works in collaboration with the Behaviour Consultant.
- Provides support and back-filling therapeutic groups when necessary;
- Delivers services in a culturally sensitive manner and ensures and maintains cultural sensitivity in the assessment and development of services;

2. Administrative Functions:

- Contributes as part of the development team to develop and maintain the Community section of the community resource guide;
- Recommends and follows program guidelines including the writing of reports, and record keeping to ensure mandates and service components are met;
- Participates in quality assurance, evaluation, data collection and research activities;
- Follows program guidelines including the writing of reports and record keeping;
- Manages high-risk and aggressive behaviour in accordance with agency standards;
- Carries out discharge planning with families;
- Actively participates and makes use of on-going clinical supervision;
- From time to time, participates in committees internal or external to the agency;
- Ensures and follows administrative policies;
- May assist in the supervision of volunteers or students;

3. Communications Functions:

- On-going communications with parents and new families through reflection and collaboration, develop and design inspiring and engaging environments to keep children and families engaged;
- Providing guidance to parents, student, teachers/volunteers and other trainees recognizing the diversity and uniqueness of every child;
- Build and maintain relationships with parents/guardians to further support children;
- Builds and maintains respectful relationships with families, service providers within the Social Services department, departments under Six Nations Council and community services and agencies on and off Six Nations of the Grand River;
- Maintains confidentiality by following the *Personal Health Information Protection Act (PHIPA)* and the *Personal Information Protection and Electronic Documents Act (PIPEDA)* compliance legislation regulations;
- May consult with psychologists, psychiatrists, pediatricians and consultants as required;
- Liaises with relevant community agencies;
- Attends and actively participates in team meetings and other related meetings;
- Attendance and active team participation in Six Nations Child and Family Services community events;
- Work respectfully and effectively with children, family, and other community members; in particular with Elders;
- Participate in team development and team approach to problem solving;

4. Other Functions:

- Any other related duties as assigned by the Manager of Child and Family Services which includes, but is not limited to, participation in the Six Nations Emergency Response Plan;

- Participates in Crisis Services, which includes but is not limited to, the 24 hour Crisis Line and the Tragic Events Response Team (TERT);

WORKING CONDITIONS:

- Work will require travel in the community and surrounding area as required using own transportation, possibility of some air travel;
- Evening work hours will be required to meet the program hour's participation for staff meetings, parent meetings and group facilitation;
- May be required to work some weekends as requested;
- Works in homes, school and other agency environments;
- Actively participates and makes use of on-going clinical supervision;
- Work involves mental stress, subject to deadlines, interruptions and unscheduled hours, requires interaction with the public, flexibility of working afterhours and weekend events, and;
- Ability to take direction, prioritize and work independently;
- Develop and maintain a relationship, communication and partnership with Woodview SNAP staff;
- Must wear Six Nations identification Tag;
- Work involves direct client contact with some risk due to predisposition of some clients;

WORKING RELATIONSHIPS:

Working with the Supervisor

- Receives direction, guidance and discusses plans, and priorities and interacts to ensure tasks are done efficiently and effectively; receives instruction and supervision;
- Work with the supervisor and other staff to maintain administrative duties, including program planning, inventory and collection of statistics.

Working with Directors and Managers:

- Provides information and assistance in a cooperative and courteous manner.
- Participates in quality assurance, evaluation, data collection and evaluation activities.
- Manages high risk and aggressive behaviours in accordance with agency standards.

Working with SNGREC staff and other Service Provider Agencies:

- With courtesy, cooperation and team work represents Six Nations Social Services in a positive manner, promotes public relations by interpreting agency services to other organizations and community groups as needed, participates in recruitment activities;
- Provide a variety of workshops during day/evenings and some weekends, newsletters, monthly calendars;
- Represents and promotes Six Nations interests related to Six Nations Social Services; maintains awareness of legislation, policy and program changes;
- Develops sound professional working relationships.

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Working with the Community:

- Represents and promotes Six Nations Council and the Social Services Department in a courteous, cooperative and professional manner.
- Participate in joint programming within our community as well as surrounding communities;
- Programs incorporated based on community needs;
- Being a support and resource for families.

KNOWLEDGE AND SKILLS:

Minimum Requirements:

- The successful candidate must possess a Child and Youth Worker Diploma, Social Services Worker or Social Worker diploma with 2 years experience working with children ages 6 to 12 years;
- The successful candidate will have access to a reliable insured vehicle as travel is required within the community and Brant/Brant County;
- A valid Ontario class "G" driver's license and a principal driver of a reliable vehicle;
- Must pass a criminal record check and vulnerable sector check before employment commencement;
- Excellent communication skills; verbal and written
- Ongwehonweh in preference to other applicants;
- Will be thoroughly familiar with relevant legislation, regulations and guidelines;
- Must have knowledge of the CBT framework;
- Experience working with families and children in a community setting;
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- Possess current CPR/First Aid Certificate;
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- Will be knowledgeable about Haudenosaunee culture and the contemporary characteristics of the Six Nations' social structure;

Other Related Skills:

- Excellent computer skills and demonstrated proficiency in current business software such as Microsoft Office Suite, case management software, desktop publishing software.
- Good organizational skills;
- Ability to work independently and as a strong team player;
- Ability to be patient, and have the ability to relate to children and adults with equal respect and dignity, regardless of life experiences, culture and values;
- Works within the organization structure and administrative policy and procedures established
- Will be thoroughly familiar with the relevant legislation, regulations and guidelines;
- Will be familiar with social issues and political structure within Six Nations;
- Work cooperatively with and provide leadership to other staff;

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- Concise report writing / legal understanding of daily work, reports and briefing notes.
- Will be thoroughly familiar with Six Nations Child and Family Services' principles, policies and other service resources.
- Health and Safety compliance

IMPACT OF ERROR

- Errors in judgment and in the conduct of duties could lead to loss of credibility, poor public relations, and public confusion, serious impacts on clients and staff, in legal liability to self and to Six Nations of the Grand River Elected Council.

CONTROL:

- Works within the organizational structure and administrative policy and procedures established by the Six Nations of the Grand River Employment Policy
- Works within the Six Nations Social Services values, principles, and mission statement, and the Six Nations of the Grand River Child and Family Services policies as set by the Six Nations Council
- Works within the policies and procedures established through service contracts by the Six Nations Council and the funding agency (Ministry of Children and Youth Services), and within the legislation of the relevant legislation, i.e., Child and Family Services Act, Mental Health Act, Youth Justice Act.

CODE OF PRACTICE:

- Working relationships with staff and Six Nations/Partnering Agencies are rooted in courtesy, cooperation and teamwork
- Respectfully practice team development and team approaches to problem solving
- Practice self-reflection, self-evaluation and wellness strategies to maintain our own wellbeing.
- Maintaining an openness to personal and professional growth and development
- Represent and Role Model the Principles of the Haudenosaunee when working and engaging with community members and clients.
- Sharing knowledge, values and principals of the Six Nations of the Grand River Child and Family Services at Special Events.
- Respect your environment through the upkeep of a clean and well-kept office/ common space.
- Uphold the highest safety standards by working with integrity and honoring the Six Nations of the Grand River Child & Family Services Policies and Procedures
- Carry out all required duties with a thoughtful, consistent and careful approach
- Maintain a respectful approach to individual beliefs and backgrounds when working with clients, staff and community members
- Providing a safe and comfortable environment in which all staff can communicate and problem solve together.

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