

SPO 30R - Team Leader, Multidisciplinary Team - 51779

Workflow Type

Posted

Position #

00079909

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1818 FIL-Circle 5 Surrey Aborig FS

Posting Title

SPO 30R - Team Leader, Multidisciplinary Team

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Surrey, BC V4P 1M5 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

7/10/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Circle 5

Job Summary

Team Leader

Social Program Officer R30

An eligibility list may be established.

Apply your expertise in a role where you can make a positive difference for the children of B.C.

As a team leader in Circle 5 you will have the opportunity support your team to engage in innovative practice and case planning that builds on the resiliency and strengths of Indigenous children, families and their communities. You will also work alongside a dedicated group of Elders in Circle 5 who provide cultural safety and support for families and offer Indigenous teachings to support staff development .

You will direct and monitor the integration and delivery of all MCFD family and child services (under the CFCSA) and will be guided by the Aboriginal Practice & Policy Framework to support meaningful and culturally responsive services to Indigenous families.

Using your ability to handle changing situations, emerging priorities and challenging deadlines, you will work collaboratively with other policy teams and regional staff, cross-ministry partners and stakeholders on children and youth with special needs projects and policy development.

The BC Public Service is an award winning employer and offers employees competitive benefits, amazing learning opportunities and a chance to engage in rewarding work with exciting career development opportunities. For more information, please see [What We Offer](#).

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Matthew.Walker@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS**. For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Bachelor's Degree in Social Work or Child and Youth Care, or equivalent. Equivalency's may include but are not limited to Bachelor's Degree in Ed. Counselling or Clinical Psychology
- **NOTE:** If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES).. You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- A minimum of 3 years of experience in child protection and/or protective family services.
- Experience supervising others.
- Preference may be given to applicants who have a minimum of 6 months recent (within the last 2 years) experience supervising staff.
- Must possess or be eligible to obtain (within 6 months of employment) a full C6 Child Welfare Delegation
- Preference may be given to applicant who have experience working with Indigenous communities and family's
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).

WILLINGNESS STATEMENTS

- May be required to work evenings/weekends.
- May be required to use own vehicle on an expense account basis.
- May be required to travel to remote locations.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS

Cover Letter: NO

Resume: YES - A resume is required as part of your application, however, it may not be used for initial shortlisting purposes.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Leadership and Management, Social Services

TITLE: TEAM LEADER, MULTIDISCIPLINARY TEAM**CLASSIFICATION: SOCIAL PROGRAM OFFICER 28****CONTEXT**

THIS POSITION REPORTS TO AN EXCLUDED MANAGER AT THE BUSINESS LEADERSHIP LEVEL AND IS ACCOUNTABLE FOR THE SUPERVISION OF A TEAM OF LESS THAN 10 SOCIAL WORKERS.

JOB OVERVIEW

As a team leader in Circle 5 you will have the opportunity support your team to engage in innovative practice and case planning that builds on the resiliency and strengths of Indigenous children, families and their communities. You will also work alongside a dedicated group of Elders in Circle 5 who provide cultural safety and support for families and offer Indigenous teachings to support staff development .

You will direct and monitor the integration and delivery of all MCFD family and child services (under the CFCSA) and will be guided by the Aboriginal Practice & Policy Framework to support meaningful and culturally responsive services to Indigenous families.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

- Bachelor's Degree in Social Work or Child and Youth Care, or equivalent. Equivalency's may include but are not limited to Bachelor's Degree in Ed. Counselling or Clinical Psychology
- **NOTE:** If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- A minimum of 3 years of experience in child protection and/or protective family services.
- Experience supervising others.
- Preference may be given to applicants who have a minimum of 6 months recent (within the last 2 years) experience supervising staff.
- Must possess or be eligible to obtain (within 6 months of employment) a full C6 Child Welfare Delegation
- Preference may be given to applicant who have experience working with Indigenous communities and family's
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).

WILLINGNESS STATEMENTS

- May be required to work evenings/weekends.
- May be required to use own vehicle on an expense account basis.
- May be required to travel to remote locations.

BEHAVIOURAL COMPETENCIES

- **Cultural Agility (Indigenous Behavioural Competency)** Cultural agility is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Ingenuity (Indigenous Cultural Competency)** Ingenuity is the quality of being inventive and creative when faced with a variation in BC Public Service objectives and those of Indigenous peoples. It involves dealing with problems in original and creative ways that seek commonalities and links rather than gaps and differences. It is approaching issues with a willingness to question one's assumptions and to take

risks outside of common ways of thinking and doing. The value of courage may be strongly demonstrated when using ingenuity.

- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Building A Trust-based Relationship (Indigenous Cultural Competency)** Building a trust-based relationship requires a fundamental understanding that "relationship" is the foundation from which all activities happen and that building a good relationship takes time and commitment. It is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture. It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency. Building a trust-based relationship requires a high level of consciousness of the experience of Indigenous people with Crown relations. It assumes that strengths abound in Indigenous people, cultures and communities
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Results Orientation** is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.

SPO 30R - Team Leader, Resources - 53164

Workflow Type

Not Posted

Position #

00021134

Position Status

Approved

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2314 QCP-Resources - Smithers

Posting Title

SPO 30R - Team Leader, Resources

Position Classification

Social Prog Off R30

Location

Smithers, BC V0J 2N0 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Resources

Job Summary**Job Category**

Social Services

SPO 30R - Team Leader, CYMH - 53198

Workflow Type

Posted

Position #

00083234

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2441 QCI-CYMH Quesnel

Posting Title

SPO 30R - Team Leader, CYMH

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Quesnel, BC V2J 6W6 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

9/7/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

North Central

Job Summary

Team Leader, CYMH

Social Program Officer R30

This position is also posted under the Nurse 9 (Community) classification under [REQ53655](#).
An eligibility list may be established.

The **Team Leader, CYMH** acts as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

Known as “the Gold Pan City”, Quesnel has a rich past connected to the Cariboo gold rush, and is also known for its agricultural beauty. Home to many farms and ranches, Quesnel hosts regular events such as The Quesnel Old Time Farmer's Market. Festivals and other events are also held, such as the Billy Barker Days and the Quesnel Rodeo.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Sandra.Ritchot@gov.bc.ca **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS**. For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency of your degree is required for you to be considered. Please indicate in your resume (if in progress, please include a copy of the approval) proof of ICES Confirmation of Equivalency must be provided on or by the closing date of the posting.

- Five (5) years or more of experience in the provision of Mental Health services to children, youth and their families.

Preference may be given for:

- Three (3) years or more verifiable experience in the provision of mental health services to children, youth and their families in a team setting.
- Minimum of one year (within the last five years) supervisory experience in a Mental Health team setting.
- Formal training in Trauma-focused Interventions.
- Applicants who have Indigenous Heritage (First Nations, Metis, Inuit) and who also have the required Education and Experience.

Provisos:

- May be required to work evening/weekends.

.Exposure to regular travel in remote locations.

- Must possess and maintain a valid B.C. Class 5 driver's licence.

- May be required to use own vehicle on an expense account basis.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the

posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: YES

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - You will be required to complete a standard online questionnaire.

Job Category

Leadership and Management, Social Services

TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH NURSE 9 **CLASSIFICATION: SOCIAL PROGRAM OFFICER 30 OR COMMUNITY NURSE 9**

JOB OVERVIEW

To act as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS

SPO: Master's Degree in Social Work (Clinical Speciality) or equivalent training/education, Education Counselling, Clinical Psychology, Child and Youth Care or equivalent.

Nurse: Master's or Bachelor's in Nursing and licensed or immediately eligible for licensing under the College of Registered Nurses of BC and/or the College of Registered Psychiatric Nurses of BC.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). Confirmation for equivalency of your degree is required for you to be considered. Please indicate in your resume (if in progress, please include a copy of the approval) proof of ICES Confirmation of Equivalency must be provided on or by the closing date of the posting.

- Five (5) years or more of experience in the provision of Mental Health services to children, youth and their families.

Preference may be given for:

- Three (3) years or more verifiable experience in the provision of mental health services to children, youth and their families in a team setting.
- Minimum of one year (within the last five years) supervisory experience in a Mental Health team setting.
- Formal training in Trauma-focused Interventions.
- Applicants who have Indigenous Heritage (First Nations, Metis, Inuit) and who also have the required Education and Experience.

Provisos:

- May be required to work evening/weekends.
- Must possess and maintain a valid B.C. Class 5 driver's licence.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle on an expense account basis.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).**

BEHAVIOURAL COMPETENCIES

- **Cultural agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and

worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

- **Change Leadership** is championing the achievement of intended, real change that meets the enduring vision of Indigenous self-determination in British Columbia. It involves collaboratively developing and implementing ideas to achieve positive change from anywhere in the BC Public Service. The change leader learns from other leaders and elders, models the vision, and encourages members of the public service to commit to and champion the vision. The change leader inspires others into new ways of thinking and doing business. The change leader routinely energizes the change process and removes barriers to change.
- **Self-discovery and awareness** means understanding one's thoughts, feelings, values and background and how they impact the success of the interaction and relationship, or how they may influence one's work. It is recognizing one's own biases by tracing them to their origins, through reflection and by noticing one's own behaviour—and then intentionally seeking a way forward that positively impacts the interaction and relationship. It means maintaining new ways of thinking and acting when situations become difficult or uncertain, or in times of urgency.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.

SPO 30 - Team Leader, CYMH - 53239

Workflow Type

Posted

Position #

00030071

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2162 DKI-CentralOKCYMHSchoolBasedT

Posting Title

SPO 30 - Team Leader, CYMH

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Kelowna, BC V1Z 2S9 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

8/21/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Okanagan

Job Summary

Team Leader, CYMH

Social Program Officer 30R

An eligibility list may be established.

This position is also posted as a Nurse 9 under [REQ53321](#) and a LP 6A under [REQ53323](#).

The Team Leader, CYMH acts as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact RoseAnne.M.VanMierlo@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**).
- Experience in the provision of mental health services to children, youth and their families.
- Preference may be given to those with three years or more verifiable experience in the provision of mental health services to children, youth and their families in a team setting.
- Preference may be given to those with a minimum of one year (within the last five years) supervisory experience in a team mental health setting.

Provisos:

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- Must possess and maintain a valid B.C. Class 5 driver's license.
- May be required to use own vehicle on an expense account basis.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Health Services, Social Services

TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH CLASSIFICATION: SOCIAL PROGRAM OFFICER 30 OR LICENSED PSYCHOLOGIST 6A OR COMMUNITY NURSE 9

JOB OVERVIEW

To act as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS

- **SPO:** Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.
- **NOTE:** If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)).
- **Nurse:** Masters or Bachelor's Degree in Nursing and licensed under the Registered Nursing Association of B.C. and/or the College of Registered Psychiatric Nurses of B.C.

- **Psychologist:** Ph.D. in clinical/applied psychology, and registered with, or eligible for, registration with the College of Psychologists of British Columbia.
- Experience in the provision of mental health services to children, youth and their families.
- Preference may be given to those with three years or more verifiable experience in the provision of mental health services to children, youth and their families in a team setting.
- Preference may be given to those with a minimum of one year (within the last five years) supervisory experience in a team mental health setting.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

Provisos:

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- Must possess and maintain a valid B.C. Class 5 driver's license.
- May be required to use own vehicle on an expense account basis.

BEHAVIOURAL COMPETENCIES:

- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals.
- **Cultural agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align

with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

- **Empowering others** means making a systematic and sustained effort to provide Indigenous people with information, knowledge, support and opportunities to be self-determined, based upon the individual or community's level of acceptance towards moving forward. An important step is acknowledging past mistakes and encouraging movement towards a positive future, at a pace and degree determined by Indigenous people. It also means taking action with employees within the public service so that they become empowered and engaged in respectful, effective Indigenous relations.

SPO 30R - Team Leader, Permanency - 53280

Workflow Type

Posted

Position #

00111270

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1881 FIT-Circle 5 Surrey Metis

Posting Title

SPO 30R - Team Leader, Permanency

Position Classification

Social Prog Off R30

Job Type

Temporary Assignment (TA)

Temporary End Date

3/31/2020

Location

Delta, BC V4L 2M1 CA

Langley, BC V3A 8T1 CA

Multiple Locations, BC CA (Primary)

Surrey, BC V4P 1M5 CA

White Rock, BC V4B 4M2 CA

Salary Range

\$73,768.80- \$84,361.58 annually

Close Date

8/23/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary

Team Leader, Permanency

Social Program Officer 30R

An eligibility list may be established.

This is a temporary opportunity until March 31, 2020 with the possibility of extension or becoming permanent.

This position can be performed from any of the following communities: Surrey, White Rock, Delta or Langley. Travel may be required.

Provide leadership, supervision and training in a dynamic and changing environment!

The Team Leader for the Permanency Planning team reports to the Director of Operations for Indigenous Services in Surrey and is responsible for Guardianship and Permanency Placement Options for children served within the South Fraser Service Delivery Area. The Guardianship Program carries out the province's responsibilities under the "Child, Family and Community Service Act" to ensure that children in the care of the director under the Act receive guardianship support, permanency placement options and services.

The Team Leader has broad responsibilities to work with diverse community partners with respect to the delivery of a range of services within the circles of communities, and is pivotal in establishing and implementing best practice and a culturally appropriate approach in service delivery. This position will provide direction, leadership and support to staff within these teams for professional and integrated services delivery, and must ensure adequate clinical support is provided as well as a broad range of staff training and development.

If you are looking for an exciting leadership opportunity and possess the required qualifications, we look forward to your application.

This is your opportunity to live in one of the most beautiful regions in British Columbia and work for the BC Public Service. We offer a healthy work/life balance, excellent benefits and much more.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Maninder.Sandher@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- MSW, BSW or BA in Child and Youth Care, M.Ed. Counselling/MA Clinical Psychology and 3 years child welfare and permanency planning/out of care experience; or equivalent.
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting to the hiring manager). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- Previous Acting Team leader experience. Preference may be given to applicants that have 6 months experience. Please indicate the month/date/year. Preference may be given to applicants with 6 months or more as Team Leader experience within the last 3 years.
- Must possess, or be eligible for a minimum C4 Delegation.
- Preference for applicants with SAFE training and experience working with the SAFE tool.
- Preference may be given to First Nations, Metis or Inuit applicants with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Health Services, Leadership and Management, Social Services

TITLE: TEAM LEADER, PERMANENCY

CLASSIFICATION: SPO 30R

MINISTRY: CHILDREN AND FAMILY DEVELOPMENT

REGION: SOUTH FRASER SDA

SUPERVISOR TITLE: DIRECTOR OF OPERATIONS

SUPERVISOR CLASSIFICATION: BAND 4

CONTEXT:

The Team Leader for the Permanency Planning team reports to the Director of Operations for Indigenous Services in Surrey and is responsible for Guardianship and Permanency Placement Options for children served within the South Fraser Service Delivery Area. The Guardianship Program carries out the province's responsibilities under the "Child, Family and Community Service Act" to ensure that children in the care of the director under the Act receive guardianship support, permanency placement options and services.

This position has the authority, accountability and responsibility to plan, develop, manage, coordinate and evaluate the delivery of initiatives and services. Directly accountable for the quality of service to clients accessing the team and for setting and monitoring standards.

JOB OVERVIEW:

The Team Leader has broad responsibilities to work with diverse community partners with respect to the delivery of a range of services within the circles of communities, and is pivotal in establishing and implementing best practice and a culturally appropriate approach in service delivery. This position will provide direction, leadership and support to staff within these teams for professional and integrated services delivery, and must ensure adequate clinical support is provided as well as a broad range of staff training and development. The Team Leader must take direct responsibility for ensuring case management practices are current and meet required service levels and standards.

ACCOUNTABILITIES:

55% Directs, monitors and ensures the integration and delivery of all ministry services within the region by:

- Providing leadership, which will create and maintain a well-motivated team capable of providing and developing high standards of adoption and permanency placement service to children and families.
- Providing consultation to professional staff who have a direct responsibility to: provide relinquishment and options counselling services to birth families; complete birth family histories; recruit, study, orient, train, and recommend for approval adoption/permanency homes; prepare children for adoption/permanency placement; place children in adoption homes; supervise, monitor and support children on adoption probation; complete adoption following successful probation, including preparation of report to Court; provide post-adoption services; provide reunion counselling services upon request from other provinces; provide international adoption services.
- Establishing and ensuring a multi-directional communication link exists between the team, other regional staff, and the community.
- Ensuring that the delivery of ministry adoption services is coordinated, comprehensive and in keeping with regional goals of a multidisciplinary approach.

Career Group:

Finance

Job Family:

Budgeting

Job Stream:

Role:

Senior Management

Revised Date:

November 2011

- Planning, implementing and managing the delivery of a multidisciplinary team approach to ministry adoption programs and services in accordance with legislation and regulations, regional and central agency directives, and ministry policy and professional practice standards.
- Establishing and/or implementing systems to monitor, review and evaluate standards of practice and effectiveness, efficiency and economy of adoption programs and services within the context of service delivery team.
- Preparing, allocating and controlling budgets assigned to the team level to ensure the most effective use of resources.
- Providing the first step of appeal for clients.
- Facilitate case consultation.
- Coordinating and liaising with support groups attached to respective members of the adoption triad.
- Providing supervision and consultation to the administrative supervisor who has direct responsibility for office systems, administrative support staff office procedures which support achieving program objectives, and for coordinating administrative details among all service employer groups, eg; leave management, backfill support, hours of operation, work schedules.

25% Supervises, trains and recruits staff by:

- Relaying interpretations and instructions to Adoption/Permanency Services Team members on the intent of policy, ministry mandate, philosophy, Acts, regulations and procedures.
- Identifying training needs to ensure Adoption/Permanency Services Team members acquire the knowledge, skills and abilities necessary to work effectively within the multidisciplinary delivery teams.
- Directing/coordinating the provision of a comprehensive and interdisciplinary adoption case management process.
- Administering the collective agreement and acting as representative at Step 1 in the grievance process.
- Establishing and communicating performance expectations to Adoption/Permanency Services Team members and evaluating these expectations annually.
- Coordinating the service delivery of contract staff through liaison with the manager responsible for the contract.
- Modeling expected behaviors and attitudes.

10% Participates in area and regional planning and management by:

- Interfacing with other personnel to ensure integration and coordination of overall services to clients.
- Identifying trends, needs and issues and developing plans or recommendations for initiatives to address them.
- In cooperation with community partners, monitors and evaluates the effectiveness, appropriateness and adequacy of programs and policies at the local level.
- Preparing, presenting and defending Adoption/Permanency Services budgetary needs for area.
- Assisting the Director of Operations in developing long range goals for the area.
- Attending and contributing to the local community and regional planning and management committees.
- Providing input and recommending changes to existing or proposed programs, policies, procedures and systems.
- Participating in local and regional quality assurance initiatives.

10% Promotes public awareness and involvement in ministry service delivery by:

- Assisting in the establishment of an Indigenous community advisory/consultative process to provide meaningful input into the evaluation, development and conduct of ministry adoption/permanency service by members of the community both individual and institutional.
- Conducting public speaking engagements to enhance the profile of the ministry within the community.
- Establishing relationships with community partners and non-governmental agencies to enhance the delivery of services to children and families seeking service through their respective Child and Family Services offices.
- Assisting the community to build on its inherent strengths to better service the needs of its members.

Career Group:

Finance

Job Family:

Budgeting

Job Stream:

Role:

Senior Management

Revised Date:

November 2011

Performs other duties as assigned by the Director of Operations responsible for Permanency Services.

JOB REQUIREMENTS:

EDUCATION AND EXPERIENCE:

- MSW, BSW or BA in Child and Youth Care, M.Ed. Counselling/MA Clinical Psychology and 3 years child welfare and permanency planning/out of care experience; or equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting to the hiring manager). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Previous Acting Team leader experience. Preference may be given to applicants that have 6 months experience. Please indicate the month/date/year. Preference may be given to applicants with 6 months or more as Team Leader experience within the last 3 years.
- Must possess, or be eligible for a minimum C4 Delegation.
- Preference for applicants with SAFE training and experience working with the SAFE tool.
- Preference may be given to First Nations, Metis or Inuit applicants with the required combination of education and experience.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

WILLINGNESS STATEMENTS

- Transportation arrangements must meet the operation requirements of the ministry i.e. you must possess and maintain a valid B.C. class 5 driver's licence.
- May be required to work flexible hours which may include evenings/week-ends.
- May be required to use own vehicle, with appropriate insurance coverage, on an expense account basis.
- May be required to travel in a variety of weather conditions.

KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of relevant legislation, policies, Ministry programs and standards of practice.
- Knowledge of policies, procedures, social work principles and practices.
- Leadership/Consultant supervisor skills.
- Organization and planning skills.
- Interpersonal and communications skills.

Career Group:

Finance

Job Family:

Budgeting

Job Stream:

Role:

Senior Management

Revised Date:

November 2011

- Ability to manage staff, budgets, contracts and allocation of resource.
- Ability to work collaboratively with multi-professional groups, professionals, lay people and aboriginal people.

BEHAVIOURAL COMPETENCIES:

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Listening, Understanding and Responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.
- **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the BC Public Service, and to notice their commonalities, and distinctions with Indigenous cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Ingenuity** is the quality of being inventive and creative when faced with a variation in BC Public Service objectives and those of Indigenous people. It involves dealing with problems in original and creative ways that seek commonalities and links rather than gaps and differences. It is approaching issues with a willingness to question one's assumptions and to take risks outside of common ways of thinking and doing. The value of "courage" may be
- **Indigenous-Centred Service Approach** is a desire to serve Indigenous people, focusing one's efforts on understanding their interests in order to increase the quality of the service and produce better outcomes. It implies a willingness to support Indigenous people in determining their own future. It involves demonstrating a welcoming demeanour, an attitude of helpful curiosity, and a willingness to enter into the interaction or relationship without judgement or stereotyping. It means being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences. It includes experiencing Indigenous people as strong, vital, and important to the functioning of British Columbia. Implicit in this is the knowledge that one is responsible for the image and effectiveness of the public service.

SPO 30 - Team Leader, CYMH - 53330

Workflow Type

Posted

Position #

00030358

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1765 RZE-North Shore Mental Health

Posting Title

SPO 30 - Team Leader, CYMH

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

North Vancouver, BC V7P 3M7 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

9/5/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Coast North Shore

Job Summary

Team Leader, CYMH

Social Program Officer 30R

An eligibility list may be established.

This position is also posted as a Nurse 9 under [REQ 53450](#) and a Licensed Psychologist 6A under [REQ 53453](#).

Reporting to the Director of Operations, the Team Leader, Child & Youth Mental Health (CYMH) position administers child and youth mental health services North and West Vancouver, Bowen Island and Lions Bay; provides clinical services as senior practitioner for children and youth; delivers services within the context of integrated case management; manages fiscal and human resources; provides administrative and clinical supervision to Child and Youth Mental Health Clinicians and support workers; provides for community education and provides general consultative service on child and youth mental health services.

This position works collaboratively with current existing North Shore CYMH team and Team Leader.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Diane.Livingstone@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent. Certain in-service experience may be considered equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your résumé (copy and paste a copy of the approval; if in progress, proof must be provided on or by the closing date of the posting).

- A minimum of five (5) years of post-degree experience in the provision of mental health services to children, youth and their families within the context of a community based setting. Preference may be given to those with additional experience in the provision of supervision, co-ordination and/or management of a program.
- Supervisory experience is required. Preference may be given to applicants who have six (6) months of experience in the last five (5) years.

Provisos:

- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.
- May be required to work flexible hours including evenings/weekends.
- As travel is a requirement for this position, you must meet the transportation requirements of the Ministry, including:
 - Must possess and maintain a valid class 5 BC Driver's licence. Note: if you currently have a valid driver's licence in Canada, and if you are the successful applicant, you must acquire a valid class 5 BC driver's licence immediately.
 - Regular travel to the communities in the service delivery area (includes remote locations/areas).
 - May be required to use own vehicle, with appropriate insurance, on an expense account basis.
 - May be required to travel in all (reasonable) weather conditions.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Health Services, Leadership and Management, Social Services

TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH**CLASSIFICATION: SOCIAL PROGRAM OFFICER 30 OR LICENSED PSYCHOLOGIST 6A OR COMMUNITY NURSE 9****CONTEXT:**

To act as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

JOB OVERVIEW:

The Ministry of Children and Family Development (MCFD) promotes and develops the capacity of families and communities to care for and protect vulnerable children and youth, and supports healthy child and family development to maximize the potential of every child in B.C. The Ministry is responsible for regional and province-wide delivery of services and programs that support positive and healthy outcomes for children, youth and their families.

Reporting to the Director of Operations, the Team Leader, Child & Youth Mental Health (CYMH) position administers child and youth mental health services for North and West Vancouver, Bowen Island and Lions Bay; provides clinical services as senior practitioner for children and youth; delivers services within the context of integrated case management; manages fiscal and human resources; provides administrative and clinical supervision to Child and Youth Mental Health Clinicians and support workers; provides for community education and provides general consultative service on child and youth mental health services. The position requires active participation and leadership support to community planning initiatives. As the Team Leader, you are directly accountable and responsible for the quality of service to clients accessing their team, and for setting and monitoring standards of practice.

This position has broad responsibilities to work with diverse community partners for the delivery of a range of services within the community, and is pivotal in establishing and implementing an integrated approach in delivering services to children, youth and families. The Team Leader, CYMH provides direction, leadership and support to staff within their team for professional and integrated services delivery, including responsibility for a broad range of staff training and professional development activities.

Additionally, this position takes direct responsibility for ensuring integrated case management practices are current and meet required service levels and standards. The incumbent regularly meets with subordinates for purposes of case consultation. As such, the incumbent directly influences the decision making and case planning of professional staff. This position is also responsible for contract monitoring and liaison, and participation on internal and external committees as designated by the Director of Operations.

ACCOUNTABILITIES:**Required:**

- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.

- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas at the local level.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Works collaboratively with other Team Leaders/teams to streamline delivery of CYMH services.
- Participates in area and regional planning and management committees; includes conducting presentations to enhance the profile of the ministry within the community.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS:

- **SPO 30:** Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent. Certain in-service experience may be considered equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). **Confirmation for equivalency for your degree is required for you to be considered.** Please indicate in your résumé (copy and paste a copy of the approval; if in progress, proof must be provided on or by the closing date of the posting).

- **Nurse:** Master's or Bachelor's Degree in Nursing and licensed under the Registered Nursing Association of B.C. and/or the College of Registered Psychiatric Nurses of B.C.
- **Psychologist:** Ph.D. in clinical/applied psychology, and registered with, or eligible for, registration with the College of Psychologists of British Columbia.
- A minimum of five (5) years of post-degree experience in the provision of mental health services to children, youth and their families within the context of a community based setting. Preference may be given to those with additional experience in the provision of supervision, co-ordination and/or management of a program.
- Supervisory experience is required. Preference may be given to applicants who have six (6) months of experience in the last five (5) years.

Career Group:

Social Services

Job Family:

Mental Health

Job Stream:

Role:

Professional

Revised Date:

November 2011

- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).**

PROVISOS:

- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.
- May be required to work flexible hours including evenings/weekends.
- As travel is a requirement for this position, you must meet the transportation requirements of the Ministry, including:
- Must possess and maintain a valid class 5 BC Driver's licence. Note: if you currently have a valid driver's licence in Canada, and if you are the successful applicant, you must acquire a valid class 5 BC driver's licence immediately.
- Regular travel to the communities in the service delivery area (includes remote locations/areas).
- May be required to use own vehicle, with appropriate insurance, on an expense account basis.
- May be required to travel in all (reasonable) weather conditions.

KNOWLEDGE OF:

- Child, Family and Community Service Act, Adoptions Act, Family Relations Act, Mental Health Act, Youth Criminal Justice Act and BC Benefits Act pertaining to youth services and related MCF policies and procedures
- In depth knowledge of social work ethics, principles and practices
- In depth knowledge of effective communication
- In depth knowledge of needs and issues related to child development, child protection and/or providing effective youth centered programming
- Service delivery in the context of diversity
- Change processes
- Community development theory and practice
- Collective Agreements and supervision practice in a unionized environment
- Program evaluation theory and practice
- MCFD policies and procedures related to contracting for services

SKILLS:

- Influence and formal counselling skills required to provide therapy to families and children; high level of care and attention to provide crisis intervention to remove children in abuse or neglect situations. Provide formal instruction to social workers on procedures, policies, legislation; supervise practicum students
- Strong communication and organizational skills

ABILITIES:

- lead using a variety of approaches including community development processes
- facilitate change and work within a group
- develop team work approaches within a diverse group and work as part of a team
- work and participate collaboratively within the context of a large organization

Career Group:

Social Services

Job Family:

Mental Health

Job Stream:

Role:

Professional

Revised Date:

November 2011

- orient, train and provide leadership and clinical supervision to child welfare staff
- communicate MCFD policies and initiatives to staff and in the community and to lead their implementation
- develop programs and resources using a project management approach
- manage conflict, solve problems and resolve disputes collaboratively
- work within an ever changing environment
- understand and articulate the dynamics of abuse and neglect
- work constructively as part of a multi-disciplinary team, within a multi-disciplinary organization
- support staff through challenging situations
- support colleagues and management in the day to day delivery of services
- work with people from diverse cultures

BEHAVIOURAL COMPETENCIES:

- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Listening, Understanding and Responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to both spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.
- **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Results Orientation** is a concern for surpassing a standard of excellence. The standard may be one's own past performance (striving for improvement); an objective measure (achievement orientation); challenging goals that one has set; or even improving or surpassing what has already been done (continuous improvement). Thus, a unique accomplishment also indicates a Results Orientation.
- **Service Orientation** implies a desire to identify and serve customers/clients, who may include the public, co-workers, other branches/divisions, other ministries/agencies, other government organizations, and non-government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.
- **Partners with Stakeholders** is the desire to work co-operatively with all stakeholders to meet mutual goals. It involves an awareness that a relationship based on trust is the foundation for success in delivering results.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.

SPO 30R - Team Leader, CYMH - close date extended - 53547

Workflow Type

Posted

Position #

00058209

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1851 FHD-Hope CYMH

Posting Title

SPO 30R - Team Leader, CYMH - close date extended

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Agassiz, BC V0M 1A0 CA

Hope, BC V0X 1L0 CA

Multiple Locations, BC CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

10/3/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Fraser Cascade LSA

Job Summary

****The closing date has been extended****

Team Leader, CYMH

Social Program Officer 30R

This position is also posted as a Nurse 9 under [REQ 53550](#) and a Psychologist under [REQ 53551](#). Preference may be given to fill this position with a Licensed Psychologist 6A, [REQ 53551](#). If a Licensed Psychologist is successful this competition will be cancelled.

This position can be performed from any of the following communities: Hope, Agassiz, Harrison, Boston Bar including all First Nations communities in this area.

An eligibility list may be established.

Under the direction of the Director of Operations, The Team Leader, CYMH is accountable for the supervision of a team of professional staff (up to 10 FTEs) typically including Mental Health Clinicians, Nurses and Psychologists, and for the delivery of child and youth mental health services in a community setting.

This role acts as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

The Team Leader, CYMH is also responsible for carrying a limited case load and participating in Intake Clinics.

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Martin.Bartel@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency for your degree is required for you to be considered.
- Minimum 2 years' experience in the provision of mental health services to children, youth and their families.
- Experience in the provision of mental health services to children, youth and their families within First Nations communities.
- Preference may be given to those with a minimum 6 months of recent supervisory experience (within the last 5 years) in the area of mental health services for children, youth and their families.
- Preference may be given to applicants who have outreach experience in the area of mental health services to children, youth and their families.
- Preference may be given to applicants who have Indigenous heritage (First Nations, Metis or Inuit) with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the [Additional Information](#) section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Health Services, Leadership and Management, Social Services

TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30 OR LICENSED PSYCHOLOGIST 6A OR COMMUNITY NURSE 9

CONTEXT:

Under the direction of the Director of Operations, this position is accountable for the supervision of a team of professional staff (up to 10 FTEs) typically including Mental Health Clinicians, Nurses and Psychologists and for the delivery of child and youth mental health services in a community setting.

JOB OVERVIEW:

To act as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

ACCOUNTABILITIES:

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS:

- **SPO:** Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency for your degree is required for you to be considered.

- **Nurse:** Master's or Bachelor's Degree in Nursing and licensed under the Registered Nursing Association of B.C. and/or the College of Registered Psychiatric Nurses of B.C.
- **Psychologist:** Ph.D. in clinical/applied psychology, and registered with, or eligible for, registration with the College of Psychologists of British Columbia. **Preference may be given to a Psychologist.**
- Minimum 2 years' experience in the provision of mental health services to children, youth and their families.

- Experience in the provision of mental health services to children, youth and their families within First Nations communities.
- Preference may be given to those with a minimum 6 months of recent supervisory experience (within the last 5 years) in the area of mental health services for children, youth and their families.
- Preference may be given to applicants who have outreach experience in the area of mental health services to children, youth and their families.
- Preference may be given to applicants who have Indigenous heritage (First Nations, Metis or Inuit) with the required combination of education and experience.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

PROVISOS

- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.
- Must possess a valid B.C driver's license.
- May be required to work evening/weekends including Indigenous celebrations.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle on an expense account basis.
- Must be willing to be actively involved in clinical work.

BEHAVIOURAL COMPETENCIES

- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Change Management** is the ability to support a change initiative that has been mandated within the organization. It involves helping the organization's members understand what the change means to them, and providing the ongoing guidance and support that will maintain enthusiasm and commitment to the change process. People with this competency willingly embrace and champion change. They take advantage of every opportunity to explain their vision of the future to others and gain their buy-in.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Collaborative Planning, Organizing, and Coordinating** involves shared planning, establishing priorities jointly, and assigning resources accordingly, with sensitivity to the competing demands faced by Indigenous people. It is expressed by building plans together prior to acting, and ensuring that plans and resourcing align with their evolving interests and needs. It involves timely monitoring, evaluation and work refinement to deliver on the BC Public Service mandate of supporting Indigenous self-determination. It means developing staff orientation and managing knowledge so that when a new employee takes up a position within an already established relationship, educating the employee does not automatically and continually fall to Indigenous people.
- **Commitment** is visibly putting into action your stated commitments. It means "walking the talk" and following through. It includes communicating information and intentions openly, honestly and regularly, and welcoming the same in others. It is consistently demonstrating ethical behaviour (such as honouring confidentiality and

speaking the truth) so that Indigenous people know what to expect and can trust that action will follow your statement of commitment. It also means anticipating the level of knowledge and understanding needed, and proactively gaining the knowledge prior to entering into relationships with Indigenous people.

- **Indigenous Centered Service Approach** is a desire to serve Indigenous people, focusing one's efforts on understanding their interests in order to increase the quality of the service and produce better outcomes. It implies a willingness to support Indigenous people in determining their own future. It involves demonstrating a welcoming demeanour, an attitude of helpful curiosity, and a willingness to enter into the interaction or relationship without judgement or stereotyping. It means being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences. It includes experiencing Indigenous people as strong, vital, and important to the functioning of British Columbia. Implicit in this is the knowledge that one is responsible for the image and effectiveness of the public service.
- (A) **Credible Champion** shows courage and conviction in advocating for change for the betterment of Indigenous people. This means stepping forward, from a place of respect and knowledge, to name needed change and to champion it. This may mean challenging current business practices and attitudes. A credible champion is admired and respected by Indigenous people and BC Public Service employees, is deeply knowledgeable in the culture of those with whom s/he works, and demonstrates outstanding performance as identified by Indigenous people and the public service. A credible champion remains self-aware and maintains effective relationships.

SPO 30R - Team Leader, Guardianship and Permanency - 53557

Workflow Type

Posted

Position #

00092774

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2196 EFM-Kamloops Guardianship&CPDM

Posting Title

SPO 30R - Team Leader, Guardianship and Permanency

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Kamloops, BC V2H 1B7 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

9/5/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary

Team Leader, Guardianship and Permanency

Social Program Officer R30

An eligibility list may be established.

Help protect our communities in this crucial leadership role!

As the supervisor of the Guardianship Team you will provide direction and leadership to professional staff within the Team. To ensure comprehensive planning is in place for each child out of parental care and that each child has a permanency plan that ensures continuity, predictability with a strong focus on family, culture and community. To plan, develop, manage and evaluate a network of resources. You have responsibility for developing collaborative relationships with foster families and promoting joint planning and delivery of services for children and youth in care. Takes direct responsibility for ensuring case management practices are current and meet required service levels and standards; managing all contracts in the district, as designated.

The Team Leader has broad responsibilities to work with diverse community partners with respect to the delivery of a range of services within communities, and is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach in service delivery. This position will provide direction, leadership and support to staff on their team, promote integrated services delivery, and must ensure adequate clinical support is provided as well as a broad range of staff training and development.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Nadine.Ryan@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care, or equivalent.
- **NOTE:** *If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.*
- Experience in child protection and/or protective family services, and guardianship.
- Experience supervising staff. Preference may be given to applicants with supervisory experience within the past five years.
- Eligible to obtain full Child Welfare Delegation within 6 months.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: YES - A cover letter is required as part of your application. The content and/or format of your cover letter may be evaluated as part of the assessment process.

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - As part of the application process, you will be prompted to complete an online questionnaire to demonstrate how you meet the job requirements.

Job Category

Leadership and Management, Social Services

TITLE: TEAM LEADER, GUARDIANSHIP AND PERMANENCY

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW

To direct and monitor the integration and delivery of all ministry services within an assigned district.

ACCOUNTABILITIES

Required:

- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

- Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care, or equivalent.
- **NOTE:** *If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.*
- Experience in child protection and/or protective family services, and guardianship.
- Experience supervising staff. Preference may given to applicants with supervisory experience within the past five years.
- Eligible to obtain full Child Welfare Delegation within 6 months.

WILLINGNESS STATEMENTS

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle on an expense account basis.
- Subject to satisfactory reference check and criminal records review and police record checks.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Service Orientation** implies a desire to identify and serve customers/clients, who may include the public, colleagues, partners (e.g. educational institutes, non-government organizations, etc.) co-workers, peers, branches, ministries/agencies and other government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.
- **Analytical Thinking** is the ability to comprehend a situation by breaking it down into its components and identifying key or underlying complex issues. It implies the ability to systematically organize and compare the various aspects of a problem or situation, and determine cause-and-effect relationships ("if...then...") to resolve problems in a sound, decisive manner. Checks to ensure the validity or accuracy of all information.
- **Reflecting on Difficulties** is the willingness to "work through" the personal experience of having contributed to an unsuccessful outcome. It is expressed by how individuals explain problems, failures or negative events and what they have learned from those difficulties.
- **Cultural Agility** is the ability to work respectfully, knowledgably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation.

SPO 30R - Team Leader, Youth Justice - 53592

Workflow Type

Posted

Position #

00109500

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2339 QMF-Youth Justice

Posting Title

SPO 30R - Team Leader, Youth Justice

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Burns Lake, BC V0J 1E0 CA

Dease Lake, BC V0C 1L0 CA

Hazelton, BC V0J 1Y1 CA

Kitimat, BC V8C 2N1 CA

Masset, BC V0T 1M0 CA

Multiple Locations, BC CA (Primary)

Prince Rupert, BC V8J 4M8 CA

Queen Charlotte, BC V0T 1S0 CA

Smithers, BC V0J 2N0 CA

Terrace, BC V8G 1W2 CA

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

9/11/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary

Team Leader, Youth Justice

Social Program Officer R30

An eligibility list may be established.

This position can be performed from any of the following communities: Haida Gwaii, Burns Lake, Smithers, Hazelton, Prince Rupert, Dease Lake, Kitimat, or Terrace.

\$62.78 bi-weekly isolation allowance for Haida Gwaii (Masset)

\$71.75 bi-weekly isolation allowance for Haida Gwaii (Queen Charlotte City)

\$35.88 bi-weekly isolation allowance for the Burns Lake location

\$32.89 bi-weekly isolation allowance for the Smithers location

\$38.87 bi-weekly isolation allowance for the Hazelton and Prince Rupert locations

\$80.72 bi-weekly isolation allowance for the Dease Lake location

There is no isolation allowance for the Terrace or Kitimat location.

If applicants choose to work in the following locations Burns Lake, Dease Lake, Hazelton, Prince Rupert, Queen Charlotte, Smithers, Terrace; **In addition to the re-imbursement of relocation costs (where applicable), the incentive program provides the following:**

\$6,000 annual lump sum payment to regular permanent full-time and part-time social worker staff

For more information regarding these incentives, click here: [Pay hikes for social workers in remote communities](#)

Apply your expertise in a role where you can make a positive difference for the children of B.C.

This position reports to the Director of Operations in the North West SDA, but receives clinical direction and has accountability under the Director of Youth Justice, North. The Team Leader - Youth Justice is responsible for the successful operation of youth probation services within the entire North West SDA.

The Team Leader, Youth Justice is responsible for encouraging quality assurance for youth probation through the SDA by: ensuring suitable staff are in place and that they have sufficient training, ensuring that legislation, policies, standards and procedures are in place and maintained by Youth Probation Officers throughout the SDA assisting to responding to issues and inquiries regarding youth probation, ensuring youth probation programs are compliant with standards and program needs are identified.

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Carissa.Boyd@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Successful completion of probation officer training program at the Justice Institute.
- Related degree plus two years' experience as a Youth Probation Officer.
- Preference may be given to applicants with recent youth justice supervisory experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - A resume is required as part of your application, however, it may not be used for initial shortlisting purposes.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Court and Judicial Services, Leadership and Management, Social Services



**PROVINCE OF BRITISH COLUMBIA
MINISTRY OF CHILDREN AND FAMILY
DEVELOPMENT
JOB DESCRIPTION**

JOB TITLE: Team Leader, Youth Justice	CURRENT CLASSIFICATION/GRID: SPO 30	CHIPS #: 00109500
NOC CODE:	DATE OF JOB DESCRIPTION: Revised: March 18, 2015	
JOB TITLE OF IMMEDIATE SUPERVISOR: Director of Operations	SUPERVISOR'S CLASS/GRID: Band 4	CHIPS #: 00056295
BRANCH: Youth Services	DIVISION: North West	LOCATION: North West

PURPOSE OF UNIT:

This position reports to the Director of Operations in the North West SDA, but receives clinical direction and has accountability under the Director of Youth Justice, North. The Team Leader – Youth Justice is responsible for the successful operation of youth probation services within the entire North West SDA.

PURPOSE OF JOB:

The Team Leader of Youth Justice is responsible for encouraging quality assurance for youth probation throughout the SDA by: ensuring suitable staff are in place and that they have sufficient training, ensuring that legislation, policies, standards and procedures are in place and maintained by youth probation officers throughout the SDA assisting in responding to issues and inquiries regarding youth probation, ensuring youth probation programs are compliant with standards and program needs are identified.

JOB DUTIES AND TASKS:

Manages and administers youth probation services within the North West by:

- ensuring that all statutory services are delivered and maintained in the service delivery area, monitoring workloads, ensuring compliance with legislation,

standards and operating policy, by reviewing and evaluating the quantity and quality of service delivery;

- ensuring effective case management by maintaining close liaisons with other departments of the justice system, components within the Ministry of Children and Family Development and outside agencies; participating as a member of community committees to plan for particular and general cases, and conference with other justice systems;
- encouraging Youth Probation Officers to use integrated case management within the Ministry and promoting integrated case management in all office throughout the Service Delivery Area;
- working closely with community stakeholders and developing community relations;
- working with the Quality Assurance branch regarding recommendations on file reviews for quality improvement;
- evaluating service contracts within the SDA to ensure program effectiveness and efficiency, resolving related problems and identifying and referring major issues to the Director of Youth Justice;
- providing input to the Director of Youth Justice into overall planning and direction as it impacts youth justice issues;
- identify the needs for development of new programs to service the youth justice system;
- working with aboriginal groups and communities to establish distinct aboriginal youth justice programs that are true to their heritage, ensure fairness to all parties and are accountable;
- ensure that all probation officers and probation interviewers submit monthly statistical reports;
- assist the Community Services Manager in preparing a budget that reflects the resource needs to meet statutory requirements and specific needs of the geographic area;
- assist in the recruitment and training of Youth Probation Officers throughout the SDA.

Supervises Youth Probation Officers in the North West SDA to ensure effective and efficient operation by:

- Ensuring staff are complying with supervision direction and policy directives

- recruiting and evaluating staff;
- supervising probation officers in training and reporting progress;
- training staff and ensuring professional development;
- conducting performance appraisals;
- acting as Step 1 in the grievance process;
- interpreting and communicating MCFD Youth Justice Division policies and procedures to staff;
- setting hours of work and ensuring there is adequate staff coverage to maintain service in the Service Delivery Area(s);
- managing the occupational safety and health of staff in accordance with ministry policies and procedures and WCB legislation.

Act as a community resource person in order to actively involve communities in development programs by:

- being pro-active in the promotion and development of community resources having MCFD/Youth Justice objectives;
- assisting community groups in establishing crime prevention planning and implementing restorative justice initiatives;
- speaking to interested community groups about the Youth Justice System, the role of MCFD in the Youth Justice system and how community groups might participate in that role;
- in consultation with the Director of Youth Justice, developing a community communications strategy.

Delivers probation services to the justice system and to a client caseload by:

- as an officers of the court, providing reports on clients to Crown Counsel, Judges, youth institutions or parole services as needed or requested;
- assisting clients in meeting legal obligations of their court order and to overcome their personal difficulties;
- acting as a case consultant to professional staff and other agencies involved with the youths.

Performs other related duties such as:

- in consultation with colleges, universities and the Justice Institute developing and supervising practicum experiences for social work students and youth probation candidates;
- investigating and reporting to the Executive Director of Service on issues that come to the attention of the Minister;
- Responsible for the control of government assets including vehicle use and maintenance schedules, equipment, furniture, petty cash and spending vouchers.

QUALIFICATIONS REQUIRED FOR THIS POSITION:

- Successful completion of probation officer training program at the Justice Institute.
- Related degree plus two years' experience as a Youth Probation Officer.
- Preference may be given to applicants with recent youth justice supervisory experience.

KNOWLEDGE:

- Comprehensive knowledge of relevant legislation, policies and procedures and regulations as they relate to youth justice;
- Must have technical knowledge in such areas as adolescent criminal and deviant behavior, family concepts and legal systems.

SKILLS AND ABILITIES:

- Ability to work objectively, effectively and with flexibility as a team member;
- Ability to analyze, interpret and recommend alternate courses of action;
- Good written and communication skills;
- Ability to establish priorities and work with limited direction;
- Ability to establish effective working relationships with management, professional and support staff, as well as community agencies;
- High degree of tact, good judgment;
- Ability to meet and deal with the public.

PROVISOS:

- Successful applicant subject to a criminal record review, police record check;
- May be required to work evening/weekends
- Exposure to regular travel in remote locations.
- Transportation requirements must meet ministry standards;
- May be required to use own vehicle on an expense account basis.

BEHAVIOURAL COMPETENCIES

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the BC Public Service, and to notice their commonalities, and distinctions with Indigenous cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.

SPO 30R - Team Leader - Youth Justice - 53642

Workflow Type

Not Posted

Position #

00056886

Position Status

Approved

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2219 EFG-TCS Youth Justice

Posting Title

SPO 30R - Team Leader - Youth Justice

Position Classification

Social Prog Off R30

Location

Kamloops, BC V2H 1B7 CA (Primary)

Salary Range

Salary \$69,466.67 - \$79,387.39 Annually

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery Area

Job Summary**Job Category**

Social Services

SPO 30R - Team Leader - Resources - 53647

Workflow Type

Not Posted

Position #

00030824

Position Status

Approved

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2220 EFL-Kamloops Resources

Posting Title

SPO 30R - Team Leader - Resources

Position Classification

Social Prog Off R30

Location

Kamloops, BC V2H 1B7 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery Area

Job Summary**Job Category**

Social Services

SPO 30R - Team Leader, Adoptions and Permanency Planning - 53648

Workflow Type

Not Posted

Position #

00114672

Position Status

Approved

Security Screening Required

Unknown

Security Screening Type

None

NOC Code

4152

Department ID

039-2224 EFU-TCS Adoptions

Posting Title

SPO 30R - Team Leader, Adoptions and Permanency Planning

Position Classification

Social Prog Off R30

Location

Kamloops, BC V2H 1B7 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary**Job Category**

Social Services

SPO 30R - Team Leader, Family Services/Child Protection Team - 53826

Workflow Type

Posted

Position #

00050813

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1655 HDP-Tri Cities Intake/Support

Posting Title

SPO 30R - Team Leader, Family Services/Child Protection Team

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Coquitlam, BC V3K 7B9 CA

Multiple Locations, BC CA (Primary)

Port Coquitlam, BC V3C 4W6 CA

Port Moody, BC V3H 5C9 CA

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

9/17/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Tri-Cities local service area

Job Summary

****Closing date extended****

Team Leader, Family Services/Child Protection Team

Social Program Officer R30

THERE ARE 2 POSITIONS AVAILABLE. One position is available on the Family Services Team and one position is available on the Child Protection Team

An eligibility list may be established.

This position is responsible for Port Moody, Coquitlam and Port Coquitlam and travel is required.

Provide direction and leadership and make a difference in your community!

The Team Leader works with diverse community partners to deliver a broad range of services within the Tri-Cities local service area and the surrounding geographic area. The position is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach to service delivery. This position will provide direction, leadership and support to staff within these teams for professional and integrated services delivery and must ensure adequate clinical support is provided as well as staff training and development.

The Team Leader of both teams is primarily responsible for families of children under the age of 12, but may work with youth ages 12+. The Team Leader, Family Services Team is responsible for all open family services files, child in care cases and children in out of care arrangements. The Team Leader, Child Protection Team is responsible for the supervision of staff involved in all incidences and memos regarding child protection concerns and service requests received from centralized screening and/or after hours.

Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies act as a liaison and participate on internal and external committees as designated by the Director of Operations. A highly effective leader, you focus on staff development, collaborative practices and developing community partnerships. Your dedication to excellence creates a motivated team capable of delivering high standards of quality service to clients. If you are ready for a leadership role and an exciting new career, we look forward to your application.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Michele.Wong@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care, or equivalent.
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- Three (3) years' previous work experience in child protection and/or protective family services. Preference may be given to candidates with 5 or more years' experience.
- Team Leader/supervisory experience is required. Experience obtained in an acting Team leader will be considered. Preference may be given to applicants with 6 months or more.
- Eligible to obtain full Child Welfare Delegation within 6 months of employment. Preference may be given to applicants with a C6 delegation.
- Preference may be given to applicants who have Indigenous heritage (First Nations, Metis or Inuit) with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Social Services

TITLE: TEAM LEADER, FAMILY SERVICES TEAM/CHILD PROTECTION TEAM

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW

The Team Leader works with diverse community partners to deliver a broad range of services within the Tri-Cities local service area and the surrounding geographic area. The position is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach to service delivery. This position will provide direction, leadership and support to staff within these teams for professional and integrated services delivery and must ensure adequate clinical support is provided as well as staff training and development.

The Team Leader of both teams is primarily responsible for families of children under the age of 12, but may work with youth ages 12+. The Team Leader, Family Services Team is responsible for all open family services files, child in care cases and children in out of care arrangements. The Team Leader, Child Protection Team is responsible for the supervision of staff involved in all incidences and memos regarding child protection concerns and service requests received from centralized screening and/or after hours.

Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies act as a liaison and participate on internal and external committees as designated by the Director of Operations. A highly effective leader, you focus on staff development, collaborative practices and developing community partnerships. Your dedication to excellence creates a motivated team capable of delivering high standards of quality service to clients. If you are ready for a leadership role and an exciting new career, we look forward to your application.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.

- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

- Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care, or equivalent.
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- Three (3) years' previous work experience in child protection and/or protective family services. Preference may be given to candidates with 5 or more years' experience.
- Team Leader/supervisory experience is required. Experience obtained as an acting Team leader will be considered. Preference may be given to applicants with 6 months or more.
- Eligible to obtain full Child Welfare Delegation within 6 months of employment. Preference may be given to applicants with a C6 delegation.
- Preference may be given to applicants who have Indigenous heritage (First Nations, Metis or Inuit) with the required combination of education and experience.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

Willingness Statements:

- Transportation arrangements must meet the operation requirements of the ministry i.e. you must possess and maintain a valid B.C. Class 5 driver's licence. Note - If you currently have a valid driver's license in Canada and if you are the successful applicant you must acquire a valid B.C. driver's Class 5 driver's licence immediately.
- May be required to travel regularly to surrounding communities.
- May be required to work flexible hours, including evenings/weekends.
- May be required to use own vehicle on an expense account basis.
- Work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.

BEHAVIOURAL COMPETENCIES

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.

Career Group:

Social Services

Job Family:

Job Stream:

Role:

Professional

Revised Date:

June 20 2018

- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Change Management** is the ability to support a change initiative that has been mandated within the organization. It involves helping the organization's members understand what the change means to them, and providing the ongoing guidance and support that will maintain enthusiasm and commitment to the change process. People with this competency willingly embrace and champion change. They take advantage of every opportunity to explain their vision of the future to others and gain their buy-in.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.

FOR REVIEW PURPOSES ONLY – SUGGESTED COMPETENCIES LISTED ABOVE COMPLEMENT THE REQUIRED ACCOUNTABILITIES FOR THIS JOB PROFILE. CORE PUBLIC SERVICE COMPETENCIES OF TEAMWORK AND COOPERATION, SERVICE ORIENTATION AND RESULTS ORIENTATION CAN ALSO BE USED. FOR A COMPLETE LIST OF COMPETENCY DESCRIPTIONS PLEASE SEE COMPETENCIES.

ABORIGINAL RELATIONS COMPETENCIES ARE ALSO AVAILABLE. SUPERVISORS AND EMPLOYEES WILL APPLY THESE COMPETENCIES SEPARATELY OR IN CONJUNCTION WITH THE OTHER COMPETENCIES. DEVELOPED WITH ABORIGINAL COMMUNITIES, THESE ABORIGINAL RELATIONS COMPETENCIES ARE CRITICAL FOR RECRUITING AND HIRING, ENGAGING EMPLOYEES, EVALUATING AND MANAGING PERFORMANCE, AND IDENTIFYING LEARNING AND DEVELOPMENT DIRECTION, REGARDLESS OF WHETHER A JOB HAS DIRECT OR INDIRECT ABORIGINAL RELATIONS RESPONSIBILITIES.

PLEASE DELETE THIS TEXT BOX PRIOR TO POSTING.

SPO 30 - Team Leader, Child Protection Team - 53990

Workflow Type

Posted

Position #

00050813

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1655 HDP-Tri Cities Intake/Support

Posting Title

SPO 30 - Team Leader, Child Protection Team

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Coquitlam, BC V3K 7B9 CA

Multiple Locations, BC CA (Primary)

Port Coquitlam, BC V3C 4W6 CA

Port Moody, BC V3H 5C9 CA

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Tri-Cities local service area

Job Summary

Team Leader, Child Protection Team

Social Program Officer R30

An eligibility list may be established.

This position is responsible for Port Moody, Coquitlam and Port Coquitlam and travel is required.

If you are interested in this position, you may also be interested in REQ 53826 - Team Leader, Family Services Team

Provide direction and leadership and make a difference in your community!

The Team Leader, Child Protection Team works with diverse community partners to deliver a broad range of services. The Team leader is responsible for the supervision of staff involved in all incidences and memos regarding child protection concerns and service requests reported to centralized screening and/or after hours. The position is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach to service delivery.

As the Team Leader, you provide direction, leadership and support to staff for professional and integrated services delivery and must ensure adequate clinical support is provided as well as staff training and development. The Team Leader, Family Services Team is primarily responsible for families of children under the age of 12, but may work with youth ages 12+.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Michele.Wong@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care, or equivalent.
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- Three (3) years' previous work experience in child protection and/or protective family services. Preference may be given to candidates with 5 or more years' experience.
- Team Leader/supervisory experience is required. Experience obtained in an acting Team leader will be considered. Preference may be given to applicants with 6 months or more.
- Eligible to obtain full Child Welfare Delegation within 6 months of employment. Preference may be given to applicants with a C6 delegation.
- Preference may be given to applicants who have Indigenous heritage (First Nations, Metis or Inuit) with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes

to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Social Services

SPO 30 - Team Leader, Integrated Services - Amended - 54022

Workflow Type

Posted

Position #

00111158

Position Status

Approved

Salary Plan

GEU

Security Screening Required

No

Security Screening Type

None

NOC Code

4152

Department ID

039-2231 EFH-Merritt Child & FS

Posting Title

SPO 30 - Team Leader, Integrated Services - Amended

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Merritt, BC V1K 1B8 CA (Primary)

Salary Range

\$73,768.80 - \$83,941.80 annually

Close Date

9/23/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Merritt

Job Summary

Team Leader, Integrated Services

Social Program Officer 30R

Amendment (Sept 14/18): Posting closing date extended to Sept 23, 2018.

An eligibility list may be established.

This position also supervises a Social Worker of CYSN and the CYSN program in the Gold Trail area.

As of November 30, 2016, the following retention incentives are available to all regular permanent Social Workers (SPO series) residing in communities designated as hard to recruit or remote across the province.

In addition to the re-imbursement of relocation costs (where applicable), the incentive program provides the following:

\$6,000 annual lump sum payment to regular permanent full-time and part-time social worker staff*

\$3,000 annual lump sum payment to regular permanent full-time and part-time social worker staff in the SPO growth series*

For more information regarding these incentives, [click here](#)

The Team Leader has broad responsibilities to work with diverse community partners with respect to the delivery of a range of services within communities, and is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach in service delivery. This position will provide direction, leadership and support to staff on their team, promote integrated services delivery, and must ensure adequate clinical support is provided as well as a broad range of staff training and development.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Denise.Sheridan@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Minimum of Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care; or equivalent Bachelor or Master's degree in the social sciences (e.g., Masters of Counselling, Masters of Ed. Counselling, Masters of Clinical Psychology).
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- Work experience through the completion of a practicum in family and child welfare.
- Experience in child protection and/or protective family services. Preference may be given to applicants with 3 years or more.
- Recent (within the last 5 years) Team Leader/supervisor experience. Acting Team Leader/supervisor experience may be considered. Preference may be given to applicants with 6 months experience or more. Preference may be given to applicants with 6 months or more within the last 3 years.
- Must have C6 Child Welfare Delegation; or be eligible to obtain full delegation immediately (within 6 months).
- Preference may be given to applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Leadership and Management, Social Services

TITLE: TEAM LEADER, INTEGRATED SERVICES

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW

To direct and monitor the integration and delivery of all ministry services within an assigned district.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

- Minimum of Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care; or equivalent Bachelor or Master's degree in the social sciences (e.g., Masters of Counselling, Masters of Ed. Counselling, Masters of Clinical Psychology).

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Work experience through the completion of a practicum in family and child welfare.
- Experience in child protection and/or protective family services. Preference may be given to applicants with 3 years or more.

- Recent (within the last 5 years) Team Leader/supervisor experience. Acting Team Leader/supervisor experience may be considered. Preference may be given to applicants with 6 months experience or more. Preference may be given to applicants with 6 months or more within the last 3 years.
- Must have C6 Child Welfare Delegation; or be eligible to obtain full delegation immediately (within 6 months).
- Preference may be given to applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

Willingness statements

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle on an expense account basis.

BEHAVIOURAL COMPETENCIES

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Change Leadership** is championing the achievement of intended, real change that meets the enduring vision of Indigenous self-determination in British Columbia. It involves collaboratively developing and implementing ideas to achieve positive change from anywhere in the BC Public Service. The change leader learns from other leaders and elders, models the vision, and encourages members of the public service to commit to and champion the vision. The change leader inspires others into new ways of thinking and doing business. The change leader routinely energizes the change process and removes barriers to change.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.

Career Group:
Social Services

Job Family:

Job Stream:

Role:
Professional

Revised Date:
June 20 2018

Career Group:
Social Services

Job Family:

Job Stream:

Role:
Professional

Revised Date:
June 20 2018

SPO 30R - Team Leader, CYMH - 54381

Workflow Type

Posted

Position #

00030071

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2162 DKI-CentralOKCYMHSchoolBasedT

Posting Title

SPO 30R - Team Leader, CYMH

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Kelowna, BC V1Z 2S9 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

9/27/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Okanagan

Job Summary

Team Leader, CYMH

Social Program Officer 30R

An eligibility list may be established.

This position is also posted as a Nurse 9 under [REQ54384](#) and a LP 6A under [REQ54382](#).

The Team Leader, CYMH acts as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact RoseAnne.M.VanMierlo@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**).

- Experience in the provision of mental health services to children, youth and their families.
- Preference may be given to those with three years or more verifiable experience in the provision of mental health services to children, youth and their families in a team setting.
- Preference may be given to those with a minimum of one year (within the last five years) supervisory experience in a team mental health setting.

Provisos:

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- Must possess and maintain a valid B.C. Class 5 driver's license.
- May be required to use own vehicle on an expense account basis.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including

job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Leadership and Management, Social Services

**TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH
PSYCHOLOGIST 6A OR COMMUNITY NURSE 9**

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30 OR LICENSED

JOB OVERVIEW

To act as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS

- **SPO:** Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.
- **NOTE:** If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)).
- **Nurse:** Masters or Bachelor's Degree in Nursing and licensed under the Registered Nursing Association of B.C. and/or the College of Registered Psychiatric Nurses of B.C.
- **Psychologist:** Ph.D. in clinical/applied psychology, and registered with, or eligible for, registration with the College of Psychologists of British Columbia.
- Experience in the provision of mental health services to children, youth and their families.

- Preference may be given to those with three years or more verifiable experience in the provision of mental health services to children, youth and their families in a team setting.
- Preference may be given to those with a minimum of one year (within the last five years) supervisory experience in a team mental health setting.
- Preference may be given to applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

Provisos:

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- Must possess and maintain a valid B.C. Class 5 driver's license.
- May be required to use own vehicle on an expense account basis.

BEHAVIOURAL COMPETENCIES:

- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals.
- **Cultural agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Empowering others** means making a systematic and sustained effort to provide Indigenous people with information, knowledge, support and opportunities to be self-determined, based upon the individual or community's level of acceptance towards moving forward. An important step is acknowledging past mistakes and encouraging movement towards a positive future, at a pace and degree determined by Indigenous people.

It also means taking action with employees within the public service so that they become empowered and engaged in respectful, effective Indigenous relations.

SPO 30R - Team Leader, Resources - 54396

Workflow Type

Posted

Position #

00092337

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1883 FIX-Circle 5 Resources

Posting Title

SPO 30R - Team Leader, Resources

Position Classification

Social Prog Off R30

Job Type

Temporary Assignment (TA)

Temporary End Date

11/29/2019

Location

Surrey, BC V4P 1M5 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

10/8/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Division

Job Summary

****Please note: one of the job requirements has changed to a preference statement****

Team Leader, Resources***CLOSING DATE EXTENDED TO MONDAY 8TH OCTOBER 2018*******

Social Program Officer R30

*This is a temporary opportunity until November 29th, 2019.This opportunity may be extended.
An eligibility list may be established.*

If this position interests you and you meet the required criteria, we look forward to your application!

The objectives of Family and Children's Services are to ensure the safety and well-being of children and to assist with the preservation of the family unit. Programs are offered under the statutory authority of various legislation.

The Team Leader has broad responsibilities to work with diverse community partners with respect to the delivery of a range of services within communities, and is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach in service delivery. This position will provide direction, leadership and support to staff on their teams and promote integrated services delivery, and must ensure adequate clinical support is provided as well as a broad range of staff training and development.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Scott.K.Johnston@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- BSW; or BA Child and Youth Care; or M.Ed. Counselling/M.A. Clinical Psychology having completed a practicum in child and family welfare, plus 4 years' experience or MSW plus 3 years' experience. An equivalent combination of education and experience may be considered.
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.
- Candidates must possess or be eligible to obtain a C3 delegation within 6 months of employment.
- Preference may be given to applicants with two (2) years of experience in resources (i.e. working with Family care homes, out of care caregivers, residential resources, etc.).
- Experience supervising staff. Preference may be given to applicants with 6 months experience
- Preference may be given to applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - You will be required to answer a standard questionnaire

Job Category

Administrative Services, Leadership and Management



POSITION DESCRIPTION
POSITION DESCRIPTION

Children & Family Development – Fraser
Region

POSITION TITLE:	Team Leader, Resources	POSITION NUMBER(S):	00019782
DIVISION: (e.g., Division, Region, Department)	Fraser Region		
UNIT: (e.g., Branch, Area, District)	Placement and Recruitment team, Residential Resources Program	LOCATION:	Surrey
SUPERVISOR'S TITLE:	Director of Operations	POSITION NUMBER	80200

PROGRAM

The objectives of Family and Children's Services are to ensure the safety and well-being of children and to assist with the preservation of the family unit. Programs are offered under the statutory authority of various legislations.

Program areas include: a) residential resources; (b) non-residential contract services and includes other types of services provided pursuant to the powers, functions and duties of the Ministry of Children and Family Development that are prescribed by the minister;

The **Residential Resource Program** administers the children in care residential program, including foster care and contracted facilities. The **Non Residential Contract Services Program** includes caregiver support services for foster parents . Other **Non-Residential contract areas may be included.**

This position has the authority, accountability and responsibility to plan, develop, manage, coordinate and evaluate the delivery of initiatives and services. Directly accountable for the quality of service to clients accessing the team and for setting and monitoring standards.

PURPOSE OF POSITION

The Team Leader has broad responsibilities to work with diverse community partners with respect to the delivery of a range of services within communities, and is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach in service delivery. This position will provide direction, leadership and support to staff on their teams and promote integrated services delivery, and must ensure adequate clinical support is provided as well as a broad range of staff training and development.

Take direct responsibility for ensuring case management practices are current and meet required service levels and standards; managing all contracts in the district, as designated.

NATURE OF WORK AND POSITION LINKS

1. Directs and monitors the integration and delivery of all Ministry services within an assigned district by:

- a) providing leadership which will create a well-motivated team capable of providing and developing high standards of performance
- b) ensuring the delivery of Ministry services is coordinated, comprehensive and in keeping with regional goals of a multidisciplinary approach
- c) planning, implementing and managing the delivery of a multidisciplinary team approach to Ministry programs and services in accordance with legislation and regulations, regional and central agency directives and Ministry policy

- d) establishing and/or implementing systems to monitor, review and evaluate standards of practice and effectiveness, efficiency and economy of programs and services within the context of the service delivery team
- e) preparing, allocating and controlling budgets assigned to the team level to ensure the most effective use of resources, and negotiates and/or approves case specific contracts
- f) providing the first step of appeal for clients who disagree with a worker's decisions

2. Plans, develops, implements, coordinates, supports and monitors family care and the contracted residential service delivery network for the region by:

- a) working with service providers, contracted agencies and MCFD staff to facilitate placement of children
- b) consulting with a wide range of ministry staff, agencies, other ministries, municipalities, community and client groups to identify needs
- c) developing strategic plans and objectives for contracted, residential services to meet ministry, regional and local objectives
- d) establishing, in conjunction with other stakeholders, priorities among competing interests
- e) providing orientation and training to service providers and MCFD staff on new or revised MCFD policies, standards and procedures
- f) developing, implementing, and maintaining information systems to support the delivery of services
- g) promoting public awareness through written material and public speaking engagements
- h) recommending the development of Ministry service policies and procedures

3. Supervises Resource Workers :

- a) Performs a full range of supervisory duties including recruiting and training new workers, providing consultation to staff, monitoring performance, preparing appraisals (EPDP), developing staff, and setting and monitoring practice standards
- b) Participates in the overall planning and management of regional MCFD services through membership on the supervisory/management team setting work priorities, assigning work and assignment to local and regional task groups and committees
- c) Manages performance problems and recommends discipline
- d) Provides functional supervision for one (1) administrative support professional
- e) Participates in regional residential budget preparation and development
- f) Prepares and allocates team's budget
- g) Performs other duties as assigned by the Community Services Manager.

4. Supervises, trains and recruits staff by:

- a) relaying interpretations and instructions to team members on the intent of policy, Ministry mandate, philosophy, Acts, regulations and procedures
- b) identifying training needs to ensure team members acquire the knowledge, skills and abilities necessary to work effectively within the multidisciplinary delivery teams
- c) directing/coordinating the provision of a comprehensive and interdisciplinary case management process
- d) establishing and communicating performance expectations to team members and evaluating these expectations annually or as indicated by performance
- e) modeling expected behaviours and attitudes

5. Oversees the operations of the team by:

- a) assisting/directing the supervision of administrative support to the team; coordinating administrative details among all service employer groups, e.g. leave management, backfill support, hours operation, work schedules, etc.

6. Participates in area and regional planning and management by:

- a) interfacing with other personnel to ensure integration and coordination of overall services to clients
- b) identifying trends, needs and issues, developing plans or recommendations for initiatives to address them, monitors and evaluates the effectiveness, appropriateness and adequacy of programs and policies at the local level
- c) preparing, presenting and defending budgetary needs, and makes recommendations to on projected needs and adequacy of budgets and for area planning
- d) prepares and assists the manager in the negotiating and monitoring of the all non-residential contracts.
- d) attending and contributing to area and regional planning and management committees
- e) providing input or recommending changes to existing or proposed programs, policies, procedures and systems

7. Negotiates a broad range of contracts and service agreements by:

- a) Issuing RFPs and/or working in collaboration with current contractors to develop new or revised existing programs

- b) Defining and describing the services to be provided
- c) Selecting the appropriate contractor to deliver the services
- d) Negotiating financial terms with the contractor
- e) Recommending approval

8. Monitors contracts and family care agreements for performance by:

- a) Establishing and conducting systematic service audits
- b) Defining and describing the service to be provided
- c) Selecting the appropriate contractor to deliver the service
- d) Negotiating financial terms with the contractor
- e) Recommending approval

9. Promotes public awareness and involvement in Ministry service delivery by:

- a) Conducting public speaking engagements to enhance the profile of the Ministry within the community
- b) Establishing relationships with community partners, provincial, federal and non-governmental agencies to enhance the delivery of services to children and families seeking service
- c) Assisting the community to build on its inherent strengths to better serve the needs of its members

10. Performs other duties as designated.

SPECIFIC ACCOUNTABILITIES / DELIVERABLES

1. Directs and monitors the integration and delivery of all Ministry services within an assigned district
2. Supervises, trains and recruits staff
3. Oversees the operations of the team
4. Participates in area and regional planning and management
5. Promotes public awareness and involvement in Ministry service delivery
6. Performs other duties as designated

FINANCIAL RESPONSIBILITY

Spending authority for Team; budget responsibility. Contract responsibility.

DIRECT SUPERVISION (i.e., responsibility for signing the employee appraisal form)

Role	# of Regular FTE's	# of Auxiliary FTE's
Directly supervises staff	6.5	0
Supervises staff through subordinate supervisors	1	0

PROJECT /TEAM LEADERSHIP OR TRAINING (Check the appropriate boxes)

Role	# of FTE's	Role	# of FTE's
Supervises students or volunteers		Provides formal training to other staff	
Lead project teams X		Assigns, monitors and examines the work of staff	

SELECTION CRITERIA

- BSW; or BA Child and Youth Care; or M.Ed. Counselling/M.A. Clinical Psychology having completed a practicum in child and family welfare, plus 4 years' experience or MSW plus 3 years' experience. An equivalent combination of education and experience may be considered.
- **NOTE:** If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through

the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Candidates must possess or be eligible to obtain a C3 delegation within 6 months of employment.
- Preference may be given to applicants with two (2) years of experience in resources (i.e. working with Family care homes, out of care caregivers, residential resources, etc.).
- Experience supervising staff. Preference may be given to applicants with 6 months experience
- Preference may be given to applicants who have Indigenous heritage (First Nations, Métis or Inuit) with the required combination of education and experience.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

PROVISOS:

- May be required to work flexible hours including evenings/weekends.
- As travel is a requirement for this position, you must meet the transportation requirements of the Ministry, including:
 - Must possess and maintain a valid class 5 BC Driver's licence. **Note:** if you currently have a valid driver's licence in Canada, and if you are the successful applicant, you must acquire a valid class 5 BC driver's licence immediately.
 - Regular travel to the communities in the service delivery area.
 - May be required to use own vehicle, with appropriate insurance, on an expense account basis.

COMPETENCIES

Knowledge:

- Good knowledge of specific program area and related legislation, regulations, standards and practices

Skills and Abilities:

- Good oral and written communication skills
- Good supervisory skills and ability to provide direction, guidance, and training to staff
- Negotiation skills
- Influence and formal counselling skills required to provide mediation and dispute resolution services and to support staff and caregivers in crisis and/or complex case situations
- Strong ability to work with large budgets (including development, tracking and monitoring functions)

Behavioural Competencies:

- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Change Management** is the ability to support a change initiative that has been mandated within the organization. It involves helping the organization's members understand what the change means to them, and providing the ongoing guidance and support that will maintain enthusiasm and commitment to the change process. People with this competency willingly embrace and champion change. They take advantage of every opportunity to explain their vision of the future to others and gain their buy-in.
- **Building Partnerships with Stakeholders** is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.
- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.

- **Managing Organizational Resources** is the ability to understand and effectively manage organizational resources (e.g., people, materials, assets, budgets). This is demonstrated through measurement, planning and control of resources to maximize results. It requires an evaluation of qualitative (e.g., client satisfaction) and quantitative (e.g., service costs) needs.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.

SPO 30R - Team Leader, Child and Youth with Special Needs - 54410

Workflow Type

Posted

Position #

00100117

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1962 GLO-Surrey CYSN North

Posting Title

SPO 30R - Team Leader, Child and Youth with Special Needs

Position Classification

Social Prog Off R30

Job Type

Temporary Assignment (TA)

Temporary End Date

12/31/2019

Location

Surrey, BC V4P 1M5 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

10/11/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

South Fraser

Job Summary

Team Leader, Child and Youth with Special Needs

Social Program Officer R30

An eligibility list may be established for temporary CYSN Team leader vacancies.

An opportunity to make a difference to the lives of BC's youth

The Ministry of Children and Family Development (MCFD) promotes and develops the capacity of families and communities to care for and protect vulnerable children and youth, and supports healthy child and family development to maximize the potential of every child in B.C. The Ministry is responsible for regional and province-wide delivery of services and programs that support positive and healthy outcomes for children, youth and their families.

The Team Leader is responsible to direct and monitor the integration and delivery of all ministry services within an assigned district.

Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies act as a liaison and participate on internal and external committees as designated by the Director of Operations. A highly effective leader, you focus on staff development, collaborative practices and developing community partnerships. Your dedication to excellence creates a motivated team capable of delivering high standards of quality service to clients.

If you are ready for a leadership role and an exciting new career, we look forward to your application. The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Tara.Spring@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- BSW; or BA in Child and Youth Care; or MSW, M.Ed. Counseling/M.A clinical Psychology having completed a practicum in child and family welfare, AND 4 years of experience.
- Supervisory experience is required; preference may be given to applicants who have a minimum of 3 months acting Team Leader experience within the last 3 years (NOTE: if you have acted as a Team Leader please include the month, day, year and term for each time you acted).
- Three (3) years of recent experience working with children and youth with special needs.
- Must have or be eligible for delegation (C4) under the Child, Family and Community Service Act within 3 months of appointment.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition. Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting).

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: YES - A cover letter is required as part of your application. The content and/or format of your cover letter may be evaluated as part of the assessment process.

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - As part of the application process, you will be prompted to complete an online questionnaire to demonstrate how you meet the job requirements.

Job Category

Social Services

TITLE: TEAM LEADER, CYSN

CLASSIFICATION: SOCIAL PROGRAM OFFICER 28

JOB OVERVIEW

To direct and monitor the integration and delivery of all ministry services within an assigned district.

ACCOUNTABILITIES

Required:

- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS:

Education and Experience:

BSW; or BA in Child and Youth Care; or MSW, M.Ed. Counseling/M.A clinical Psychology having completed a practicum in child and family welfare and four (4) years of experience.

- Supervisory experience is required; preference may be given to applicants who have a minimum of 6 months acting Team Leader experience within the last 3 years (NOTE: if you have acted as a Team Leader please include the month, day, year and term for each time you acted).
- Three (3) years of recent experience working with children and youth with special needs or children and youth in care.
- Preference may be given to applicants who have 3 years of recent experience working with children and youth with special needs or children.

Career Group:

Social Services

Job Family:

Job Stream:

Role:

Professional

Revised Date:

November 2011

- Must have or be eligible for delegation (C4) under the Child, Family and Community Service Act within 3 months of appointment.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition. Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting).

Knowledge, Skills and Abilities:

- Leadership and supervisory skills and ability to coordinate a multi-disciplinary team.
- Organizational and planning skills.
- Interpersonal and communication skills.
- Ability to manage staff, budget, contracts and allocation of resources.
- Strong knowledge of specific program area and related legislation, regulations, standards and practices.
- Good oral and written communication skills.
- The ability to provide direction, guidance and training to staff.
- Thorough experience and skill in the use of ICM.
- A keen interest in community development and contract management.
- Reference checks will be conducted including satisfactory work performance in your current position is required.

Proviso/Willingness Statements:

- A Criminal Record Check (CRC) and a Criminal Records Review Act Check (CRRA) screening checks are required.
- You must possess and maintain a valid B.C. Class 5 driver's licence.
- May be required to use own vehicle (with appropriate insurance coverage) on an expense account basis.
- May be required to work flexible hours including evenings/weekends.
- May be required to travel in a variety of weather conditions.
- Opportunity to work with families facing challenges which may occasionally involve exposure to dealing with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.

BEHAVIOURAL COMPETENCIES:

- **Change Leadership** involves creating a new vision for the organization and taking the required actions to ensure that the members of the organization accept and support the vision. It generally requires the individual to be in a relatively senior or high level position, although this is not always the case.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Building Partnerships with Stakeholders** is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often

quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.

- **Results orientation**
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Problem Solving/Judgement** is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views

SPO 30 - Team Leader, CYMH - 54734

Workflow Type

Posted

Position #

00085314

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1619 HDR-Tri-Cities CYMH Team 2

Posting Title

SPO 30 - Team Leader, CYMH

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Port Moody, BC V3H 5C9 CA (Primary)

Salary Range

\$\$73,768.80 - \$84,361.58 annually

Close Date

12/19/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

CYMH

Job Summary

AMENDED* - Job Profile and Closing Date

Team Leader, CYMH

Social Program Officer R30

This position is also posted under the Nurse 9 (Community) classification under [REQ54642](#)

An eligibility list may be established.

The **Team Leader, CYMH** acts as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Michele.Wong@gov.bc.ca **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS**. For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education) or Child and Youth Care OR a Master of Arts in Counselling/Clinical Psychology, including the completion of a Practicum in Child and Youth Mental Health.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency of your degree is required for you to be considered. Please indicate in your resume (if in progress, please include a copy of the approval) proof of ICES Confirmation of Equivalency must be provided on or by the closing date of the posting.

- Five (5) years or more experience in the provision of Mental Health services to children, youth and their families.

Preference may be given for:

- Recent experience supervising in a Child and Youth Mental Health environment.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: YES - A cover letter is required as part of your application. The content and/or format of your cover letter may be evaluated as part of the assessment process.

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Health Services, Social Services

TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH**CLASSIFICATION: SOCIAL PROGRAM OFFICER 30 OR COMMUNITY NURSE 9****BRANCH: TRI CITIES, CYMH*****JOB OVERVIEW**

To act as the Team Leader by providing direction and leadership to professional, CYMH staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of Mental Health* services for children, youth and families in the local community.*

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Manages the referral system, including case assignment and waitlist management and coordinates service delivery.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Develops and carries out a wide variety of community development activities with local partners (MCFD colleagues, school districts, care providers, health authorities and others). Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS

- **SPO 30:** Master's Degree in Social Work (Clinical Specialty or equivalent training/education) or Child and Youth Care OR a Master of Arts in Educational Counselling/ Clinical Psychology, including the completion of a Practicum in Family and Child Welfare.
- **Nurse 9 C:** Master's or Bachelor's Degree in Nursing and licensed under the Registered Nursing Association of B.C. and/or the College of Registered Psychiatric Nurses of B.C.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). Confirmation for equivalency of your degree is required for you to be considered. Please indicate in your resume (if in progress, please include a copy of the approval) proof of ICES Confirmation of Equivalency must be provided on or by the closing date of the posting.

- Five (5) years or more experience in the provision of Mental Health services to children, youth and their families.

Preference may be given for:

- Recent experience supervising in a Child and Youth Mental Health environment.

Provisos:

- Must possess and continue to maintain a valid BC Class 5 Driver's Licence.
NOTE: If you currently have a valid Driver's Licence in Canada and if you are a successful applicant, you must acquire a valid Class 5 BC Driver's Licence immediately.
- May be required to use own vehicle with appropriate insurance coverage on an expense account basis.
- May be required to travel regularly in various (reasonable) weather conditions to areas covered by the Service Delivery Area, which may include remote locations.
- May be required to work flexible hours, including evenings and weekends.
- Opportunity to work with families facing challenges, which may occasionally involve exposure to unpleasant dealings with angry, abusive or abused clients and exposure to hazards from frequently working around children who have experienced trauma.

Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Aboriginal people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Aboriginal cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Aboriginal people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Change Management** is the ability to support a change initiative that has been mandated within the organization. It involves helping the organization's members understand what the change means to them, and providing the ongoing guidance and support that will maintain enthusiasm and commitment to the change process. People with this competency willingly embrace and champion change. They take advantage of every opportunity to explain their vision of the future to others and gain their buy-in.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Change Leadership** involves creating a new vision for the organization and taking the required actions to ensure that the members of the organization accept and support the vision. It generally requires the individual be in a relatively senior or high level position, although this is not always the case.
- **Empowerment** is the ability to share responsibility with individuals and groups so that they have a deep sense of commitment and ownership. People who practice empowerment participate and contribute at high levels, are creative and innovative, take sound risks, are willing to be held

accountable and demonstrate leadership. They also foster teamwork among employees, across government and with colleagues, and, as appropriate, facilitate the effective use of teams.

SPO 30R - Team Leader, Child and Youth with Special Needs - 55098

Workflow Type

Posted

Position #

00120455

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Unknown

Security Screening Type

None

NOC Code

4152

Department ID

039-2251 DCZ-CYSN Central Okanagan

Posting Title

SPO 30R - Team Leader, Child and Youth with Special Needs

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Kelowna, BC V1Z 2S9 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

11/26/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Okanagan

Job Summary

**Team Leader, Child and Youth with Special Needs
Social Program Officer R30**

An eligibility list may be established.

An opportunity to make a difference to the lives of BC's youth

The Ministry of Children and Family Development works with provincial ministry partners to build an integrated system of programs and services to support families and communities in the process of raising their children. The Ministry provides a range of services to eligible children and youth with special needs and their families.

Under the direction of the Director of Operations, the Team Leader, Child and Youth with Special Needs (CYSN) administers services and provides direction, leadership and supervision to professional staff within CYSN services. In the role of Team Leader, CYSN, you are responsible for directing and monitoring the integration and delivery of all Children & Youth with Special Needs ministry services within an assigned district. The Team Leader has the authority, accountability and responsibility to plan, develop, manage, coordinate and evaluate the delivery of CYSN services for children, youth and families in the local community, and is directly accountable for the quality of service clients received from the CYSN Team and for monitoring and maintaining appropriate standards of multi-disciplinary professional practice in accordance with established standards and policy.

Results and detail oriented, you ensure integrated case management practices are current and meet required service levels and standards, and provide leadership, support and professional development activities to your team. Employing superior collaborative skills, you establish and maintain productive working relationships with community partners and provincial, federal and non-governmental agencies, and act as a liaison and participate on internal and external committees as designated.

Kelowna is known for its spectacular selection of wineries, and it is set on the shores of Okanagan Lake, providing water activities like swimming, paddling, windsurfing and fishing. Big White, the ski mountain in Kelowna, allows for skiing and snowboarding.

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Roseanne.M.Vanmierlo@gov.bc.ca. DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS. For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Masters or Bachelors in Social Work, Bachelors in Child and Youth Care, OR equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Experience working in child protection and/or protective family services, and/or experience working with Children and Youth with Special Needs and Community Living.
- Experience as a Team Leader/supervisor. Acting Team Leader/supervisor experience may be considered.

WILLINGNESS STATEMENTS:

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle on an expense account basis.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - As part of the application process, you will be prompted to complete an online questionnaire to demonstrate how you meet the job requirements.

Job Category

Social Services

TITLE: TEAM LEADER, CHILD AND YOUTH WITH SPECIAL NEEDS

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW

To direct and monitor the integration and delivery of all Children & Youth with Special Needs ministry services within an assigned district.

ACCOUNTABILITIES

Required:

- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Responds as the first step of appeal for clients who disagree with an employee's decision.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in regional long-range planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

EDUCATION AND EXPERIENCE

- Masters or Bachelors in Social Work, Bachelors in Child and Youth care, OR equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Experience working in child protection and/or protective family services, and/or experience working with Children and Youth with Special Needs and Community Living.
- Experience as a Team Leader/supervisor. Acting Team Leader/supervisor experience may be considered.

- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).**

WILLINGNESS STATEMENTS

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle on an expense account basis.

BEHAVIOURAL COMPETENCIES

- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Partners with Stakeholders** is the desire to work co-operatively with all stakeholders to meet mutual goals. It involves an awareness that a relationship based on trust is the foundation for success in delivering results.
- **Relationship Building** is working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work-related goals and establishing advantages. These people may include customers, clients, counterparts, colleagues, etc.
- **Team work and cooperation** is the ability to work co-operatively with diverse teams, work groups and across the organization to achieve group and organizational goals.

INDIGENOUS COMPETENCIES:

- **Cultural agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation.
- **Self-discovery and awareness** is understanding one's thoughts, feelings, values and background and how they impact the success of the interaction and relationship, or how they may influence one's work. It is recognizing one's own biases by tracing them to their origins, through reflection and by noticing one's own behaviour—and then intentionally seeking a way forward that positively impacts the interaction and relationship.
- **Empowering Others** is about the systematic and sustained effort to provide Indigenous people with information, knowledge, support and opportunities to be self-determined, based upon the individual or community's level of acceptance towards moving forward.

SPO 30R - Team Leader, Family Services - 55219

Workflow Type

Not Posted

Position #

00053067

Position Status

Approved

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1640 HDG-Tri Cities Family Services

Posting Title

SPO 30R - Team Leader, Family Services

Position Classification

Social Prog Off R30

Location

Port Coquitlam, BC V3C 4W6 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Tri-Cities local service area

Job Summary**Job Category**

Social Services

SPO 30R - Team Leader, Adoptions and Permanency Planning - 55221

Workflow Type

Posted

Position #

00069968

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2114 DMB-OSDA Adoptions

Posting Title

SPO 30R - Team Leader, Adoptions and Permanency Planning

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Kelowna, BC V1Z 2S9 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date**Ministry/Organization**

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery Division

Job Summary

Team Leader, Adoptions and Permanency Planning

Social Program Officer R30

Please note this is an ongoing posting without a scheduled closing date. The posting closing date will be added to the posting a minimum 2 weeks prior to the scheduled closing date. Applications will be reviewed on a bi-weekly basis.

1 full time position available in Kelowna.

This posting may be used to establish an eligibility list for future permanent and/or temporary vacancies.

Apply your leadership and expertise in this critical role supporting children and families!

Dedicated ministry professionals make a positive difference in the lives of thousands of children and families in British Columbia. Each year, Ministry of Children & Family Development (MCFD) services reach about 155,000 children and families, representing approximately 17 per cent of all B.C. children and youth. These are some of the most vulnerable children in B.C., often facing a range of complex challenges.

As the Team Leader, you are responsible for the direction and monitoring of Child Protection Services for the Central Okanagan, Local Service Area.

In this position, you will supervise a team who deliver statutory MCFD child protection services to children and families in these communities. Results and detailed oriented, you ensure required service levels and standards are met, provide leadership, support and professional development activities to your team, and find ways to improve professional and integrated services delivery. Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies, and act as a liaison and participate on internal and external committees as designated by the Director of Operations.

If you are an effective leader looking to contribute to a team of professionals who strive to enhance the quality of life for children and families we look forward to your application.

The BC Public Service is an award winning employer and offers employees competitive benefits, amazing learning opportunities and a chance to engage in rewarding work with exciting career development opportunities. For more information, please see [What We Offer](#).

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Kemp.Redl@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- MSW; or M.Ed. Counselling/MA Clinical Psychology and 3 years child welfare and permanency planning experience; or equivalent OR
- BSW; or BA in Child and Youth Care; and 4 years child welfare and permanency planning experience.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting to the hiring manager). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Previous Team leader experience. Preference may be given to applicants that have 6 months experience. **Please indicate the month/date/year.**
- Preference may be given to applicants with 6 months or more as Team Leader experience within the last 3 years.
- Preference may be given to applicants with Adoption delegation.
- Preference for applicants with SAFE training and experience working with the SAFE tool.

- Preference may be given to First Nations, Metis or Inuit applicants with the required combination of education and experience.

Willingness statements

- Transportation arrangements must meet the operation requirements of the ministry i.e. you must possess and maintain a valid B.C. class 5 driver's licence.
- May be required to work flexible hours which may include evenings/week-ends.
- May be required to use own vehicle, with appropriate insurance coverage, on an expense account basis.
- May be required to travel in a variety of weather conditions.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Social Services

TITLE: TEAM LEADER, ADOPTIONS AND PERMANENCY PLANNING

CLASSIFICATION: SPO 30R

MINISTRY: CHILDREN AND FAMILY DEVELOPMENT

REGION: OKANAGAN SERVICE DELIVERY AREA

SUPERVISOR TITLE: DIRECTOR OF OPERATIONS

SUPERVISOR CLASSIFICATION: BAND 4

CONTEXT:

The Service Delivery Area Team is responsible for Adoption/Permanency Planning Services to children in care.

JOB OVERVIEW:

This position reports to the Director of Operations responsible for Adoption Services. This position has the authority, accountability and responsibility to plan, develop, manage, coordinate and evaluate the delivery of adoption initiatives and services within the context of a regional service team. The Team Leader is directly accountable for the quality of service to clients accessing their team and for setting and monitoring standards of interdisciplinary practice in accordance with government, ministry, regional operating agency, and professional practice.

The Team Leader has broad responsibilities to work with diverse community partners with respect to the delivery of a range of adoption services within the region and is pivotal in establishing and implementing the multidisciplinary approach in service delivery. This position will provide direction, leadership and support to staff within the team for professional and integrated service delivery, and must ensure adequate clinical support is provided as well as a broad range of staff training and developments.

The Team leader must take direct responsibility for ensuring adoption case management practices are current and meet required service levels and standards. The position is also responsible for managing contracts where designated by the Director of Operations responsible for Adoption Services.

ACCOUNTABILITIES:

55% Directs, monitors and ensures the integration and delivery of all ministry adoption services within the region by:

- Providing leadership, which will create and maintain a well-motivated team capable of providing and developing high standards of adoption service to children and families.
- Providing consultation to professional staff who have a direct responsibility to: provide relinquishment and options counselling services to birth families; complete birth family histories; recruit, study, orient, train, and recommend for approval adoption homes; prepare children for adoption placement; place children in adoption homes; supervise, monitor and support children on adoption probation; complete adoption following successful probation, including preparation of report to Court; provide post-adoption services; provide reunion counselling services upon request from other provinces; provide international adoption services.
- Establishing and ensuring a multi-directional communication link exists between the team, other regional staff, and the community.
- Ensuring that the delivery of ministry adoption services is coordinated, comprehensive and in keeping with regional goals of a multidisciplinary approach.

- Planning, implementing and managing the delivery of a multidisciplinary team approach to ministry adoption programs and services in accordance with legislation and regulations, regional and central agency directives, and ministry policy and professional practice standards.
- Establishing and/or implementing systems to monitor, review and evaluate standards of practice and effectiveness, efficiency and economy of adoption programs and services within the context of service delivery team.
- Preparing, allocating and controlling budgets assigned to the team level to ensure the most effective use of resources.
- Providing the first step of appeal for clients.
- Facilitate case consultation.
- Coordinating and liaising with support groups attached to respective members of the adoption triad.
- Providing supervision and consultation to the administrative supervisor who has direct responsibility for office systems, administrative support staff office procedures which support achieving program objectives, and for coordinating administrative details among all service employer groups, eg; leave management, backfill support, hours of operation, work schedules.

25% Supervises, trains and recruits staff by:

- Relaying interpretations and instructions to Adoption Services Team members on the intent of policy, ministry mandate, philosophy, Acts, regulations and procedures.
- Identifying training needs to ensure Adoption Services Team members acquire the knowledge, skills and abilities necessary to work effectively within the multidisciplinary delivery teams.
- Directing/coordinating the provision of a comprehensive and interdisciplinary adoption case management process.
- Administering the collective agreement and acting as representative at Step 1 in the grievance process.
- Establishing and communicating performance expectations to Adoption Services Team members and evaluating these expectations annually.
- Coordinating the service delivery of contract staff through liaison with the manager responsible for the contract.
- Modeling expected behaviors and attitudes.

10% Participates in area and regional planning and management by:

- Interfacing with other personnel to ensure integration and coordination of overall services to clients.
- Identifying trends, needs and issues and developing plans or recommendations for initiatives to address them.
- In cooperation with community partners, monitors and evaluates the effectiveness, appropriateness and adequacy of programs and policies at the local level.
- Preparing, presenting and defending Adoption Services budgetary needs for area.
- Assisting the Director of Adoptions for Adoption Services in developing long range goals for the area.
- Attending and contributing to the local community and regional planning and management committees.
- Providing input and recommending changes to existing or proposed programs, policies, procedures and systems.
- Participating in local and regional quality assurance initiatives.

10% Promotes public awareness and involvement in ministry service delivery by:

- Assisting in the establishment of a community advisory/consultative process to provide meaningful input into the evaluation, development and conduct of ministry adoption service by members of the community both individual and institutional.
- Conducting public speaking engagements to enhance the profile of the ministry within the community.
- Establishing relationships with community partners and non-governmental agencies to enhance the delivery of services to children and families seeking service through their respective Child and Family Services offices.
- Assisting the community to build on its inherent strengths to better service the needs of its members.

Career Group:

Finance

Job Family:

Budgeting

Job Stream:

Role:

Senior Management

Revised Date:

November 2011

Performs other duties as assigned by the Director of Operations responsible for Adoption Services.

JOB REQUIREMENTS:

EDUCATION AND EXPERIENCE:

- MSW; or M.Ed. Counselling/MA Clinical Psychology and 3 years child welfare and permanency planning experience; or equivalent **OR**
- BSW; or BA in Child and Youth Care; and 4 years child welfare and permanency planning experience.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (**ICES**). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting to the hiring manager). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Previous Team leader experience. Preference may be given to applicants that have 6 months experience. Please indicate the month/date/year.
- Preference may be given to applicants with 6 months or more as Team Leader experience within the last 3 years.
- Preference may be given to applicants with Adoption delegation.
- Preference for applicants with SAFE training and experience working with the SAFE tool.
- Preference may be given to First Nations, Metis or Inuit applicants with the required combination of education and experience.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

WILLINGNESS STATEMENTS

- Transportation arrangements must meet the operation requirements of the ministry i.e. you must possess and maintain a valid B.C. class 5 driver's licence.
- May be required to work flexible hours which may include evenings/week-ends.
- May be required to use own vehicle, with appropriate insurance coverage, on an expense account basis.
- May be required to travel in a variety of weather conditions.

KNOWLEDGE, SKILLS AND ABILITIES:

- Knowledge of relevant legislation, policies, Ministry programs and standards of practice.
- Knowledge of policies, procedures, social work principles and practices.
- Leadership/Consultant supervisor skills.
- Organization and planning skills.
- Interpersonal and communications skills.
- Ability to manage staff, budgets, contracts and allocation of resource.

Career Group:

Finance

Job Family:

Budgeting

Job Stream:

Role:

Senior Management

Revised Date:

November 2011

- Ability to work collaboratively with multi-professional groups, professionals, lay people and aboriginal people.

BEHAVIOURAL COMPETENCIES:

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related
- **Partners with Stakeholders** are the desire to work co-operatively with all stakeholders to meet mutual goals. It involves awareness that a relationship based on trust is the foundation for success in delivering results.
- **Listening, Understanding and Responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to spoken and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.
- **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Service Orientation** Service Orientation implies a desire to identify and serve customers/clients, who may include the public, co-workers, other branches/divisions, other ministries/agencies, other government organizations, and non-government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.
- **Problem Solving/Judgement** is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.
- **Managing Organizational Resources** is the ability to understand and effectively manage resource (e.g., people, materials, assets). This is demonstrated through measurement, planning and control of resources to maximize results. It requires a balance of qualitative (e.g. client satisfaction) and quantitative (e.g. service costs) needs.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the BC Public Service, and to notice their commonalities, and distinctions with Indigenous cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

SPO 30R - Team Leader, CYMH - 55960

Workflow Type

Not Posted

Position #

00120763

Position Status

Approved

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2185 DKF-Central OK CYMH Intake

Posting Title

SPO 30R - Team Leader, CYMH

Position Classification

Social Prog Off R30

Location

Kelowna, BC V1Z 2S9 CA (Primary)

Salary Range

0.00-0.00

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Okanagen

Job Summary**Job Category**

Leadership and Management, Social Services

SPO 30R - Team Leader, CYMH - 56087

Workflow Type

Posted

Position #

00030201

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1684 HMB-New West Mental Hlth Team

Posting Title

SPO 30R - Team Leader, CYMH

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

New Westminster, BC V3M 6H8 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

2/4/2019

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary

Team Leader, CYMH

Social Program Officer R30

An eligibility list may be established.

Bring your strong leadership skills to this dynamic team environment

The Ministry of Children and Family Development (MCFD) promotes and develops the capacity of families and communities to care for and protect vulnerable children and youth, and supports healthy child and family development to maximize the potential of every child in B.C. The Ministry is responsible for regional and province-wide delivery of services and programs that support positive and healthy outcomes for children, youth and their families.

In your role as **Team Leader, CYMH**, you will act as the Senior Clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of Mental Health services for children, youth and families in and around New Westminster.

Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies, act as a liaison and participate on internal and external committees as designated by the Director of Operations. A highly effective leader, you focus on staff development, collaborative practices and developing community partnerships. Your dedication to excellence creates a motivated team capable of delivering high standards of quality service to clients. If you are ready for a leadership role and an exciting new career, we look forward to your application.

The BC Public Service is committed to creating adiverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Darryl.Phelan@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, *before the stated closing time*, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Masters in Social Work (Clinical Specialty or equivalent training/education), Child and Youth Care, Educational Counselling, Clinical Psychology or equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES).

- Three (3) years of recent (within the last 5 years) experience in the provision of Mental Health services to children, youth and their families.
- Minimum 1 year of recent (within the last 3 years) experience supervising Social Workers, Nurses or Psychologists and/or other professional staff.
- Preference may be given to those with 3 years of recent (within the last 5 years) experience working with Indigenous communities.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: YES - A cover letter is required as part of your application. The content and/or format of your cover letter may be evaluated as part of the assessment process.

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - You will be required to answer a standard online questionnaire.

Job Category

Leadership and Management, Social Services

TITLE: TEAM LEADER, CYMH

CLASSIFICATION: SOCIAL PROGRAM OFFICER –30

JOB OVERVIEW

To direct and monitor the integration and delivery of all ministry services within the Mental Health Team and to plan, develop, manage and evaluate the delivery of Mental Health services for children, youth and families in New Westminster and the surrounding area.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS

- Masters in Social Work (Clinical Specialty or equivalent training/education), Child and Youth Care, Educational Counselling, Clinical Psychology or equivalent.

NOTE: *If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)).*

- Three (3) years of recent (within the last 5 years) experience in the provision of Mental Health services to children, youth and their families.

- Minimum 1 year of recent (within the last 3 years) experience supervising Social Workers, Nurses or Psychologists and/or other professional staff.
- Preference may be given to those with 3 years of recent (within the last 5 years) experience working with Indigenous communities.

Willingness Statements:

- Must meet the transportation requirements of the Ministry, including:
 - Must possess and maintain a valid Class 5 BC Driver's Licence. Note: If you currently have a valid driver's licence in Canada, and if you are the successful applicant, you must acquire a valid class 5 BC driver's licence immediately.
- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle on an expense account basis.
- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.
- Subject to satisfactory reference check and criminal records review and police record checks.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

KNOWLEDGE, SKILLS AND ABILITIES

- Good knowledge of specific program area and related legislation, regulations, standards and practices.
- Good oral and written communication skills.
- Good supervisory skills and ability to provide direction, guidance, and training to staff.
- Demonstrated cultural competency skills and experience working with the Indigenous community preferred.

BEHAVIOURAL COMPETENCIES

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Aboriginal Centred Service Approach** is a desire to serve Aboriginal people, focusing one's efforts on understanding their interests in order to increase the quality of the service and produce better outcomes. It implies a willingness to support Aboriginal people in determining their own future. It involves demonstrating a

welcoming demeanour, an attitude of helpful curiosity, and a willingness to enter into the interaction or relationship without judgement or stereotyping. It means being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences. It includes experiencing Aboriginal people as strong, vital, and important to the functioning of British Columbia. Implicit in this is the knowledge that one is responsible for the image and effectiveness of the public service. – I added in the rest of this competency.

- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Aboriginal people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Aboriginal cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Aboriginal people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Planning, Organizing and Co-ordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

SPO 30R - Team Leader, CYMH - 56114

Workflow Type

Posted

Position #

00077082

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2557 KLD-CR1180-Mental Health

Posting Title

SPO 30R - Team Leader, CYMH

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Campbell River, BC V9W 6Y7 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

12/9/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Campbell River

Job Summary

Team Leader, CYMH

Social Program Officer R30

An eligibility list may be established to fill future Regular or Temporary Opportunities.

Help protect our communities in this crucial leadership role

Under the direction of the Director of Operations (DOO), you are accountable for both the supervision of a team of professional staff (up to 10 full time positions), typically including Clinicians, Nurses and Psychologists, and for the delivery of Child and Youth Mental Health and Indigenous Child and Youth Mental Health services in a community setting.

As **Team Leader, CYMH**, you act as the Senior Clinician by providing direction and leadership to professional staff within the Mental Health Team and Indigenous Child and Youth Mental Health Team. Planning, managing and evaluating the delivery of Mental Health services for children, youth and families in the community of Campbell River (and surrounding area) is your top priority.

We are honoured to be allowed to provide services within the Kwakwaka'wakw, Nuuchal-nulth and Island K'omoks Territories.

The BC Public Service is an award winning employer and offers employees competitive benefits, amazing learning opportunities and a chance to engage in rewarding work with exciting career development opportunities. For more information, please see [What We Offer](#).

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Patti.Tooke@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, *before the stated closing time*, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care or equivalent.
- Five (5) years of experience in the provision of Mental Health services to children, youth and their families.
- Five (5) years of recent (within the last 3 years) experience working with Indigenous communities.
- Recent (within the last 5 years) supervisory experience of Clinicians, Nurses, Psychologists. Preference may be given to applicants with more than 3 years supervising/leadership experience in a Child and Youth Mental Health setting.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the [Additional Information](#) section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: YES - A cover letter is required as part of your application. The content and/or format of your cover letter may be evaluated as part of the assessment process.

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - You will be required to answer a standard questionnaire.

Job Category
Social Services

TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH**CLASSIFICATION: SOCIAL PROGRAM OFFICER 30****JOB OVERVIEW**

Under the direction of the Director of Operations (DOO), you are accountable for both the supervision of a team of professional staff (up to 10 FTEs), typically including Clinicians, Nurses and Psychologists, and for the delivery of Child and Youth Mental Health and Indigenous Child and Youth Mental Health services in a community setting.

To act as the Senior Clinician by providing direction and leadership to professional staff within the Mental Health Team and Indigenous Child and Youth Mental Health team. Planning, managing, and evaluating the delivery of Mental Health services for children, youth and families in the community of Campbell River (and surrounding area) is your top priority.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

Career Group:

Social Services

Job Family:

Mental Health

Job Stream:

Role:

Professional

Revised Date:

November 2011

JOB REQUIREMENTS

- Master's Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care or equivalent.
- Five (5) years of experience in the provision of Mental Health services to children, youth and their families.
- Five (5) years of recent (within the last 3 years) experience working with Indigenous communities.
- Recent (within the last 5 years) supervisory experience of Clinicians, Nurses, Psychologists. Preference may be given to applicants with more than 3 years supervising/leadership experience in a Child and Youth Mental Health setting.

Willingness Statements:

- Must meet the transportation requirements of the Ministry, including:
 - Must possess and continue to maintain a valid Class 5 BC Driver's Licence. Note: If you currently have a valid Driver's Licence in Canada and if you are the successful applicant, you must acquire a valid Class 5 BC Driver's Licence immediately.
 - Exposure to regular travel in the Service Delivery Area.
 - May be required to use own vehicle, with appropriate insurance, on an expense account basis.
 - May be required to travel in all (reasonable) weather conditions.
- May be required to work evenings/weekends.
- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around parents and/or children who are in crisis.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

KNOWLEDGE, SKILLS AND ABILITIES

- Good knowledge of specific program area and related legislation, regulations, standards and practices.
- Good oral and written communication skills.
- Good supervisory skills and ability to provide direction, guidance, and training to staff.
- Demonstrated Cultural competency skills and experience working with the Indigenous community.

BEHAVIOURAL COMPETENCIES

- **Indigenous Centred Service Approach** is a desire to serve Indigenous people, focusing one's efforts on understanding their interests in order to increase the quality of the service and produce better outcomes. It implies a willingness to support Indigenous people in determining their own future. It involves demonstrating a

welcoming demeanour, an attitude of helpful curiosity, and a willingness to enter into the interaction or relationship without judgement or stereotyping. It means being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences. It includes experiencing Indigenous people as strong, vital, and important to the functioning of British Columbia. Implicit in this is the knowledge that one is responsible for the image and effectiveness of the public service.

- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Building a trust-based relationship** requires a fundamental understanding that "relationship" is the foundation from which all activities happen and that building a good relationship takes time and commitment. It is a willingness to build a personal relationship in addition to a professional one, participating in open exchanges of experiences and culture. It requires a genuine, non-controlling approach and relies upon demonstrated integrity and transparency. Building a trust-based relationship requires a high level of consciousness of the experience of Indigenous people with Crown relations. It assumes that strengths abound in Indigenous people, cultures and communities.
- **Empowering others** means making a systematic and sustained effort to provide Indigenous people with information, knowledge, support and opportunities to be self-determined, based upon the individual or community's level of acceptance towards moving forward. An important step is acknowledging past mistakes and encouraging movement towards a positive future, at a pace and degree determined by Indigenous people. It also means taking action with employees within the public service so that they become empowered and engaged in respectful, effective Indigenous relations.
- **Sustained learning and development** means continually increasing your ability to build and maintain respectful and effective relationships with Indigenous peoples. Central to this competency is appreciating that there are many other cultural understandings of knowledge and ways of working that have legitimacy and deserve respect—and therefore require our continual learning and development, including direct exposure to cultural and community ways.
- **Open listening** is letting go of conventional means of listening. It means listening to and valuing the telling of stories, and letting pauses in conversation extend into silence rather than jumping in to dispute, agree, question or move on. It is an awareness of personal bias or judgment and its effect on one's ability to hear. It is the desire and ability to set aside physical, mental and emotional distractions in order to be fully focused and listening respectfully and openly. It is staying open to the message even when conversations are filled with raw emotions like sadness or anger, and believing that each person's knowledge and reality is legitimate and valuable. Finally, it requires a willingness to reflect upon a story or message and to derive meaning from it based upon the situation in which it is shared.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.

- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

SPO 30 - Team Leader, CYSN - 56147

Workflow Type

Not Posted

Position #

00120295

Position Status

Approved

Security Screening Required

Unknown

Security Screening Type

None

NOC Code

4152

Department ID

039-2575 KCB-N Isl CYSN Comox Valley

Posting Title

SPO 30 - Team Leader, CYSN

Position Classification

Social Prog Off R30

Location

Courtenay, BC V9N 8H5 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

North Vancouver Island

Job Summary**Job Category**

Leadership and Management, Social Services

SPO 30R - Team Leader, Intake & Investigations, Child Protection - 56165

Workflow Type

Posted

Position #

00065357

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2331 QMD-Prince Rupert Team 1

Posting Title

SPO 30R - Team Leader, Intake & Investigations, Child Protection

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Prince Rupert, BC V8J 4M8 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually plus \$38.87 Bi-weekly Isolation Allowance

Close Date

1/17/2019

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary

**Team Leader, Intake and Investigations, Child Protection
Social Program Officer R30**

An eligibility list may be established.

IMPORTANT NOTICE TO APPLICANTS

As of November 30, 2016, the following retention incentives are available to all regular permanent Social Workers (SPO series) residing in communities designated as hard to recruit or remote across the province.

In addition to the re-imbursement of relocation costs (where applicable), the incentive program provides the following:

1. **\$6,000 annual lump sum payment** to regular permanent full-time and part-time social worker staff*
2. **\$3,000 annual lump sum payment** to regular permanent full-time and part-time social worker staff in the SPO growth series*

For more information regarding these incentives, [click here](#)

An opportunity to make a difference to the lives of BC's youth

The Ministry of Children and Family Development (MCFD) promotes and develops the capacity of families and communities to care for and protect vulnerable children and youth, and supports healthy child and family development to maximize the potential of every child in B.C. The Ministry is responsible for regional and province-wide delivery of services and programs that support positive and healthy outcomes for children, youth and their families.

The **Team Leader, Intake and Investigations, Child Protection** works with diverse community partners to deliver a broad range of services within the Skeena-Bulkley Valley Service Delivery area and the surrounding geographic area. This position is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach to service delivery. In your role, you will provide direction, leadership and support to staff within these teams for professional and integrated services delivery and must ensure adequate clinical support is provided as well as staff training and development.

Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies act as a liaison and participate on internal and external committees as designated by the Director of Operations. A highly effective leader, you focus on staff development, collaborative practices and developing community partnerships. Your dedication to excellence creates a motivated team capable of delivering high standards of quality service to clients. If you are ready for a leadership role and an exciting new career, we look forward to your application.

Prince Rupert is a quaint marine city where deer and grizzly bears can be easily spotted and whale-watching and nature excursions are popular activities. Other attractions include the old-growth rain forest and ancient rock carvings.

This is your opportunity to live in one of the most beautiful regions in British Columbia and work for the BC Public Service. We offer a healthy work/life balance, excellent benefits and [much more](#).

The BC Public Service is committed to creating a diverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Carmen.Edluayen@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, before the stated closing time, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Bachelor or Master's in Social Work or a Bachelor of Arts in Child and Youth Care or a Master's in Educational Counselling/Clinical Psychology with the completion of a Practicum in Family and Child Welfare.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Minimum 5 years of recent (within the last 10 years) Social Work experience in Child Protection and/or Protective Family services.
- Applicants must have a minimum 6 months of recent (within the last 5 years) supervisory experience of Child Protection Workers. Preference may be given to applicants with more than 6 months of supervising/leadership experience in a Child Welfare setting.
- Possess Full (C6) Child Welfare Delegation or be immediately eligible for Full (C6) Child Welfare Delegation.
- Preference may be given to applicants with recent (within the last 3 years) experience working with Indigenous communities.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO - Please do not submit a cover letter as it will not be reviewed.

Resume required: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Online Questionnaire: YES - As part of the application process, you will be prompted to complete an online questionnaire to demonstrate how you meet the job requirements.

Job Category

Social Services

TITLE: TEAM LEADER, INTAKE AND INVESTIGATIONS, CHILD PROTECTION

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW

To direct and monitor the provision of Child Protection Intake and Investigation Services for communities within the Skeena-Bulkley Valley Service Delivery area.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) in a busy intake and investigations team with responsibilities including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

- Bachelor or Master's in Social Work or a Bachelor of Arts in Child and Youth Care or a Master's in Educational Counselling/Clinical Psychology with the completion of a Practicum in Family and Child Welfare.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Minimum 5 years of recent (within the last 10 years) Social Work experience in Child Protection and/or Protective Family services.

- Applicants must have a minimum 6 months of recent (within the last 5 years) supervisory experience of Child Protection Workers. Preference may be given for more than 6 months of supervising/leadership experience in a Child Welfare setting.
- Possess Full (C6) Child Welfare Delegation or be immediately eligible for Full (C6) Child Welfare Delegation.
- Preference may be given to applicants with recent (within the last 3 years) experience working with Indigenous communities.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

REQUIRED:

Successful completion of security screening requirements of the BC Public Service; which includes a Criminal Record Check and a Criminal Records Review Act (CRRA) check.

Willingness Statements:

- Must meet the transportation requirements of the Ministry, including:
 - Must possess and maintain a valid Class 5 BC Driver's Licence. Note: If you currently have a valid driver's licence in Canada, and if you are the successful applicant, you must acquire a valid class 5 BC driver's licence immediately.
 - Exposure to regular travel in the Service Delivery Area.
 - May be required to use own vehicle, with appropriate insurance, on an expense account basis.
 - May be required to travel in all (reasonable) weather conditions.
- May be required to work evenings/weekends.
- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.

KNOWLEDGE, SKILLS AND ABILITIES

- Good knowledge of specific program area and related legislation, regulations, standards and practices.
- Good oral and written communication skills.
- Good supervisory skills and ability to provide direction, guidance, and training to staff.
- Demonstrated cultural competency skills and experience working with the Aboriginal community preferred.

BEHAVIOURAL COMPETENCIES

- **Aboriginal Centred Service Approach** is a desire to serve Aboriginal people, focusing one's efforts on understanding their interests in order to increase the quality of the service and produce better outcomes. It implies a willingness to support Aboriginal people in determining their own future. It involves demonstrating a welcoming demeanour, an attitude of helpful curiosity, and a willingness to enter into the interaction or relationship without judgement or stereotyping. It means being open-minded and flexible in one's attitudes toward people who are different from oneself and showing respect for the differences. It includes experiencing

Aboriginal people as strong, vital, and important to the functioning of British Columbia. Implicit in this is the knowledge that one is responsible for the image and effectiveness of the public service. – I added in the rest of this competency.

- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related knowledge to others.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Aboriginal people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Aboriginal cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Aboriginal people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Planning, Organizing and Co-ordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

SPO 30R - Team Leader, Intake and Assessments *Posting Amended* - 56176

Workflow Type

Posted

Position #

00113204

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2112 DCB-Kelowna Intake 2

Posting Title

SPO 30R - Team Leader, Intake and Assessments *Posting Amended*

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Kelowna, BC V1Z 2S9 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date**Ministry/Organization**

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery Division

Job Summary

Team Leader, Intake and Assessments

Social Program Officer R30

Please note this is an ongoing posting without a scheduled closing date. The posting closing date will be added to the posting a minimum 2 weeks prior to the scheduled closing date. Applications will be reviewed on a monthly basis.

*1 full time position available in Kelowna.
An eligibility list may be established. (Amendment)*

Apply your leadership and expertise in this critical role supporting children and families!

Dedicated ministry professionals make a positive difference in the lives of thousands of children and families in British Columbia. Each year, Ministry of Children & Family Development (MCFD) services reach about 155,000 children and families, representing approximately 17 per cent of all B.C. children and youth. These are some of the most vulnerable children in B.C., often facing a range of complex challenges.

As the Team Leader, you are responsible for the direction and monitoring of Child Protection Services for the Central Okanagan, Local Service Area.

In this position, you will supervise a team who deliver statutory MCFD child protection services to children and families in these communities. Results and detailed oriented, you ensure required service levels and standards are met, provide leadership, support and professional development activities to your team, and find ways to improve professional and integrated services delivery. Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies, and act as a liaison and participate on internal and external committees as designated by the Director of Operations.

If you are an effective leader looking to contribute to a team of professionals who strive to enhance the quality of life for children and families.

The BC Public Service is an award winning employer and offers employees competitive benefits, amazing learning opportunities and a chance to engage in rewarding work with exciting career development opportunities. For more information, please see [What We Offer](#).

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Kemp.Redl@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, *before the stated closing time*, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Bachelor's Degree in Social Work, Child and Youth Care or equivalent; **OR** Master's degree in the social sciences (e.g., Master's of Counselling, Master's of Ed. Counselling, Master's of Clinical Psychology etc. **and** completion of a practicum in child welfare is required); **OR** equivalent related degree in the social sciences.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting to the hiring manager). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- A minimum of 3 years of direct child protection experience (Intake, Investigation, and Family Service).
- Must possess or be eligible for C6 delegation immediately upon appointment.
- Previous Team leader experience. Preference may be given to applicants that have 6 months experience. **Please**

indicate the month/date/year.

- Preference may be given to applicants with 6 months or more as Team Leader experience within the last 3 years.
- Preference may be given to applicants currently holding a full C6 delegation.
- Preference may be given to First Nations, Metis or Inuit applicants with the required combination of education and experience.
- Preference may be given to applicants with one year of experience working with Indigenous communities including demonstrated links to those communities.

WILLINGNESS STATEMENTS

- Must possess and maintain a valid Class 5 BC Driver's license.
- May be required to use own vehicle, with appropriate insurance, on an expense account basis.
- May be required to travel in adverse (reasonable) weather conditions.
- May be required to work evening/weekends.
- Due to the nature of the position, must work with families facing challenges which may involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO- Please do not submit a cover letter as it will not be reviewed.

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES (COMPREHENSIVE) - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Administrative Services, Social Services

TITLE: TEAM LEADER, INTAKE AND ASSESSMENT

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW:

To direct and monitor the integration and delivery of all ministry child protection services within an assigned district.

ACCOUNTABILITIES:

- Supervises staff/contractors (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Plans, implements and manages Intake, Assessment, immediate intervention, Family Development Response, Family Services and Collaborative Practices in accordance with legislation, regulations, and regional/ministry policies.
- Works respectfully and collaboratively with Indigenous communities and other cultural communities to support children, youth and families.
- Ensures the ongoing management of cases by monitoring progress towards goals, coordinating services, consulting with other service providers, examining the terms of the contract and making referrals to other agencies.
- Plans, implements and manages a collaborative, multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS:

- Bachelor's Degree in Social Work, Child and Youth Care or equivalent; **OR** Master's degree in the social sciences (e.g., Masters of Counselling, Masters of Ed. Counselling, Masters of Clinical Psychology etc. **and** completion of a practicum in child welfare is required); **OR** equivalent related degree in the social sciences.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (include a copy of the approval; if in progress), proof must be provided on or by the closing date of the posting to the hiring manager). You must request a

comprehensive report and the MCFD supplemental report to be considered for this competition.

- A minimum of 3 years of direct child protection experience (Intake, Investigation, and Family Service).
- Must possess or be eligible for C6 delegation immediately upon appointment.
- Previous Team leader experience. Preference may be given to applicants that have 6 months experience. Please indicate the month/date/year.
- Preference may be given to applicants with 6 months or more as Team Leader experience within the last 3 years.
- Preference may be given to applicants currently holding a full C6 delegation.
- Preference may be given to First Nations, Metis or Inuit applicants with the required combination of education and experience.
- Preference may be given to applicants with one year of experience working with Indigenous communities including demonstrated links to those communities.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry and police (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

WILLINGNESS STATEMENTS:

- Must possess and maintain a valid Class 5 BC Driver's license.
- May be required to use own vehicle, with appropriate insurance, on an expense account basis.
- May be required to travel in adverse (reasonable) weather conditions.
- May be required to work evening/weekends.
- Due to the nature of the position, must work with families facing challenges which may involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.

KNOWLEDGE/SKILLS/ABILITIES:

- Excellent knowledge of specific program area and related legislation, regulations, standards and practices
- Good oral and written communication skills
- Ability to handle crisis and crisis intervention.
- Ability to work under stress/pressure.

BEHAVIOURAL COMPETENCIES:

- **Conflict Management** is the ability to develop working relationships that facilitate the prevention and/or resolution of conflicts within the organization.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.

- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Holding People Accountable** involves setting high standards of performance and holding team members, other government jurisdictions, outside contractors, industry agencies, etc., accountable for results and actions.
- **Self-Control** is the ability to keep one's emotions under control and restrain negative actions when provoked, faced with opposition or hostility from others, or when working under stress. It also includes the ability to maintain stamina under continuing stress.
- **Teamwork and Co-operation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Building Partnerships with Stakeholders** is the ability to build long-term or on-going relationships with stakeholders (e.g. someone who shares an interest in what you are doing). This type of relationship is often quite deliberate and is typically focused on the way the relationship is conducted. Implicit in this competency is demonstrating a respect for and stating positive expectations of the stakeholder.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

SPO 30R - Team Leader Integrated Services (Family Service) - 56258

Workflow Type

Posted

Position #

00057538

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2519 KCK-NAA-Child Protection Serv

Posting Title

SPO 30R - Team Leader Integrated Services (Family Service)

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Nanaimo, BC V9T 6L8 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

12/23/2018

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Nanaimo

Job Summary

Team Leader, Integrated Services (Family Services)

Social Program Officer 30R

An eligibility list may be established

Provide direction and leadership and make a difference in your community

The Ministry of Children and Family Development (MCFD) promotes and develops the capacity of families and communities to care for and protect vulnerable children and youth, and supports healthy child and family development to maximize the potential of every child in B.C. The Ministry is responsible for regional and province-wide delivery of services and programs that support positive and healthy outcomes for children, youth and their families.

The Team Leader works with diverse community partners to deliver a broad range of services within Nanaimo and the surrounding geographic area. The position is pivotal in establishing and implementing the multi-disciplinary and culturally appropriate approach to service delivery. This position will provide direction, leadership and support to staff within these teams for professional and integrated service delivery and must ensure adequate clinical support is provided as well as staff training and development.

Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies act as a liaison and participate on internal and external committees as designated by the Director of Operations. A highly effective leader, you focus on staff development, collaborative practices and developing community partnerships. Your dedication to excellence creates a motivated team capable of delivering high standards of quality service to clients. If you are ready for a leadership role and an exciting new career, we look forward to your application.

The BC Public Service is committed to creating a [diverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Pamela.Miller@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, *before the stated closing time*, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care; or equivalent Bachelor or Master's degree in the social sciences (e.g., Masters of Counselling, Masters of Ed. Counselling, Masters of Clinical Psychology).

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency for your degree is required for you to be considered.

- 4 years of experience in child protection and/or protective family services.
- C6 Child Welfare Delegation or be immediately eligible for Delegation.
- experience supervising staff.

Preference may be given to candidates with:

- 5 or more years experience child protection and/or protective family services
- 3 – 6 months experience supervising staff within the last 3 - 5 years (this experience may include previous cumulative acting Team Leader experience – need the month/day/year of each temporary appointment(s) or demonstrated leadership experience).
- Experience supervising in child protection and/or protective family services.

- Indigenous, Metis or Inuit applicants with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO - Please do not submit a cover letter as it will not be reviewed.

Resume required: YES - A resume is required as part of your application, however, it may not be used for initial shortlisting purposes.

Questionnaire: YES - As part of the application process, you will be prompted to complete a comprehensive online questionnaire to demonstrate how you meet the job requirements. Please allot approximately 60 minutes to complete the questionnaire.

IMPORTANT: Comprehensive questionnaire responses will be used to shortlist applicants against the job requirements. Please ensure you include all relevant information about your educational accomplishments and employment history including job titles, start and end dates (month and year) of your employment, and your accountabilities and accomplishments.

Job Category

Administrative Services, Social Services

TITLE: TEAM LEADER, INTEGRATED SERVICES (FAMILY SERVICES)

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW

To direct and monitor the integration and delivery of all ministry services within an assigned district.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 9 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance, supervision and direction to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Oversees the complaint process and ensures clients receive adequate information and services.
- Establishes relationships with First Nations Communities, community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in area and regional planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

- Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care; or equivalent Bachelor or Master's degree in the social sciences (e.g., Masters of Counselling, Masters of Ed. Counselling, Masters of Clinical Psychology).
NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services ([ICES](#)). Confirmation for equivalency for your degree is required for you to be considered.
- 4 years of experience in child protection and/or protective family services.
- C6 Child Welfare Delegation or be immediately eligible for Delegation.

- Experience supervising staff.

Preference may be given to candidates with:

- 5 or more years experience child protection and/or protective family services
- 3 – 6 months experience supervising staff within the last 3 - 5 years (this experience may include previous cumulative acting Team Leader experience – need the month/day/year of each temporary appointment(s) or demonstrated leadership experience).
- Experience supervising in child protection and/or protective family services.
- Indigenous, Metis or Inuit applicants with the required combination of education and experience.
- Subject to satisfactory reference check and criminal records review and police record checks.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

WILLINGNESS STATEMENTS:

- Willing to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.
- Transportation arrangements must meet the operation requirements of the ministry i.e. - possess and maintain a British Columbia Class 5 driver's licence (without restrictions).
- May be required to use own vehicle, with appropriate insurance coverage, on an expense account basis.
- Must be willing and able to work flexible hours which may include evenings and weekends.
- Exposure to travel in remote locations.
- Subject to satisfactory reference check and criminal records review and police record checks.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

BEHAVIOURAL COMPETENCIES

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

Career Group:

Social Services

Job Family:

Job Stream:

Role:

Professional

Revised Date:

November 2011

- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Change Management** is the ability to actively support a change initiative which has been mandated within the organization. It involves helping the organization's members understand what the change means to them, and providing the ongoing guidance and support which will maintain enthusiasm and commitment to the change process. People with this competency willingly embrace and champion change. They take advantage of every opportunity to explain their vision of the future to others and gain their buy-in.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organization goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Developing Others** involves a genuine intent to foster the long-term learning or development of others through coaching, managing performance and mentoring. Its focus is on developmental intent and effect rather than on a formal role of training. For this competency to be considered, the individual's actions should be driven by a genuine desire to develop others, rather than by a need to transfer adequate skills to complete tasks.
- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview, and the culture of the BC Public Service, and to notice their commonalities, and distinctions with Indigenous cultures, and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

SPO 30R - Team Leader Child and Youth Mental Health and Aboriginal Child and Youth Mental Health - 56761

Workflow Type

Posted

Position #

00081569

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2589 KDD-DUN4-C&Y Mental Health

Posting Title

SPO 30R - Team Leader Child and Youth Mental Health and Aboriginal Child and Youth Mental Health

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date**Location**

Duncan, BC V9L 6B1 CA (Primary)

Salary Range

Salary for SPO 30R - \$76,442.17 - \$87,354.80 annually

Close Date

5/16/2019

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary

Team Leader Child and Youth Mental Health and Aboriginal Child and Youth Mental Health

Social Program Officer R30

This position is also posted as a Psychologist 6A (LP6A) under [REQ 56770](#) and NURSE 9 Team Leader CYMH (Nurse 9 C) under [REQ 56765](#)

An eligibility list may be established.

Apply your expertise in a role where you can make a positive difference for the children of B.C.

Under the direction of the Director of Operations, this position is accountable for the supervision of a team of professional staff (up to 10 FTEs) typically providing support to the community, including the Indigenous community. This includes social workers, nurses and psychologists, for the delivery of child and youth mental health services in a community setting.

This role will act as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

This is your opportunity to live in one of the most beautiful regions in British Columbia and work for the BC Public Service. We offer a healthy work/life balance, excellent benefits and [much more](#).

The BC Public Service is committed to creating [adiverse workplace](#) to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Marcia.Hower@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the [Your Job Application](#) page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca, *before the stated closing time*, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Masters Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.
- Experience in the provision of mental health services to children, youth and their families

Preference may be given to applicants with the following:

- 2 or more years of experience in the provision of mental health services to children, youth and their families.
- Post degree clinical experience.
- Recent supervisory experience.
- Those with Indigenous heritage (First Nations, Metis or Inuit) with the required combination of education and experience.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the [Additional Information](#) section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: NO - Please do not submit a cover letter as it will not be reviewed.

Resume required: YES - Ensure your resume includes your educational accomplishments, employment history including start

and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Online Questionnaire: YES - As part of the application process, you will be prompted to complete an online questionnaire to demonstrate how you meet the job requirements.

Job Category

Social Services

TITLE: TEAM LEADER, CHILD & YOUTH MENTAL HEALTH CLASSIFICATION: SOCIAL PROGRAM OFFICER 30 OR LICENSED PSYCHOLOGIST 6A OR COMMUNITY NURSE 9

CONTEXT

Under the direction of the Director of Operations, this position is accountable for the supervision of a team of professional staff (up to 10 FTEs) typically providing support to the community, including the Indigenous community. This includes social workers, nurses and psychologists, for the delivery of child and youth mental health services in a community setting.

JOB OVERVIEW

To act as the senior clinician by providing direction and leadership to professional staff within the Mental Health Team and to plan, develop, manage and evaluate the delivery of mental health services for children, youth and families in the local community.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 10 FTEs) including assignment of work, development and evaluation of performance plans and approval of leave.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Manages the intake system, including waitlist management and coordinates service delivery through the use of referrals and integrated case management with other social programs and community services.
- Monitors and evaluates the effectiveness of mental health programs and policies at the local level.
- Conducts clinical audits of team's clinical records and case reviews.
- Functions as the primary therapist for a small number of severe/complex cases.
- Participates in the planning, delivery and assessment of community mental health education and prevention activities to agencies, service providers and related groups.
- Develops performance measures and maintains systems for management reporting.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.

JOB REQUIREMENTS

EDUCATION & EXPERIENCE:

- **SPO:** Masters Degree in Social Work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent.
- **Nurse:** Master's or Bachelor's Degree in Nursing and licensed under the British Columbia College of Nursing Professionals
- **Psychologist:** Ph.D. in clinical/applied psychology, and registered with, or eligible for, registration with the College of Psychologists of British Columbia.
- Experience in the provision of mental health services to children, youth and their families.

Preference may be given to applicants with the following:

- 2 or more years of experience in the provision of mental health services to children, youth and their families.
- Post degree clinical experience.
- Recent supervisory experience.
- Those with Indigenous heritage (First Nations, Metis or Inuit) with the required combination of education and experience.

KNOWLEDGE, SKILL & ABILITIES:

- Basic understanding of child and youth behavioral, psychological, social and cognitive development
- Basic understanding of major behavioural, emotional and mental health problems and disturbances of children and youth
- Well established /accepted practices and evidence informed/based interventions for mental health/behavioral/emotional/trauma/attachment issues, support and education methods and their appropriate applications
- Demonstrated ability to provide Integrated Case Management including coordination and facilitation of meetings
- Knowledge of CYMH services in the Province with particular knowledge of South Vancouver Island and the Cowichan Valley trends and challenges
- Knowledge of the community, regional, cross regional, and provincial clinical services including how to access/refer clients to available resources
- Proficient in conducting and applying behavioural/mental health assessments and dealing with urgent and emergent situations
- Establish and maintain effective collaborative and constructive liaison/relationship with a variety of individuals and groups, including clients & families, schools, hospitals, other agencies, internal partners, etc.
- Prepare and deliver appropriate, clear and concise communications, both orally and in writing, to a range of internal and public audiences

Career Group:

Social Services

Job Family:

Mental Health

Job Stream:

Role:

Professional

Revised Date:

November 2011 January 2019

- Ability to clinically and administratively supervise a multi-disciplinary team

PROVISOS/WILLINGNESS STATEMENTS:

- May be required to work evening/weekends.
- Exposure to regular travel in remote locations.
- May be required to use own vehicle (with appropriate insurance coverage) on an expense account basis.
- Opportunity to work with families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around volatile parents and/or children in crisis.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position).**

BEHAVIOURAL COMPETENCIES

- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.

INDIGENOUS RELATIONS BEHAVIOURAL COMPETENCIES

- **Cultural Agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation. It is examining one's own culture and worldview and the culture of the BC Public Service, and to notice their commonalities and distinctions with Indigenous cultures and worldviews. It is recognition of the ways that personal and professional values may conflict or align with those of Indigenous people. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

SPO 30R - Team Leader - Collaborative Practice - 56790

Workflow Type

Posted

Position #

00121079

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-1647 HFA-NW,NF,AH,CSM Office

Posting Title

SPO 30R - Team Leader - Collaborative Practice

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Burnaby, BC V3J 1N3 CA

Coquitlam, BC V3K 7B9 CA

Maple Ridge, BC V4R 2S1 CA

Multiple Locations, BC CA (Primary)

New Westminster, BC V3M 6H8 CA

Pitt Meadows, BC V3Y 2P8 CA

Port Coquitlam, BC V3C 4W6 CA

Port Moody, BC V3H 5C9 CA

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

1/30/2019

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Service Delivery

Job Summary

NOTE: posting amended

Team Leader – Collaborative Practice Social Program Officer R30

NOTE: There is only one (1) vacancy

An eligibility list may be established to fill permanent and/or temporary vacancy.

Consider a career that will make a difference in the lives of children and families

The Team Leader is responsible for the implementation and supervision of a Collaborative Practice and Out of Care Options team.

The Collaborative Practice oversees the resolution of child protection matters between the director and parents through the use of Collaborative Practice Decision Making Processes such as family group conferences, family case planning meetings, family case planning at court and out of care options; and works with families and social workers to find long term family placement options.

This position reports to the Director of Operations and is accountable for the supervision of a team of professional staff typically including social workers and for the delivery of services in a community setting.

If you are ready for a leadership role and an exciting new career, we look forward to your application.

Work may involve families facing challenges which may occasionally involve exposure to unpleasant dealings with angry, abusive, or abused clients; exposure to hazards from frequently working around abusive parents or children in crisis who may react violently.

The BC Public Service is committed to creating adiverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Connie.Caldwell@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca before the stated closing time, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Master's in Social Work, Master's in Child and Youth Care; or equivalent Bachelor or Master's degree in the social sciences (e.g., Masters of Counselling, Masters of Ed. Counselling, Masters of Clinical Psychology with a practicum in with child safety).

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (cut and paste a copy of the approval. If in progress proof must be provided on or by the closing date of the competition).

- Minimum of 5 years' experience in child protection and/or protective family services.

- Minimum of 2 years and preference may be given to applicants with 3 years or more experience supervising staff (this experience may include previous cumulative acting Team Leader experience - need the month/day /year of each temporary appointments) or demonstrated leadership experience).

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRRA) will be required.

Application Requirements:

Cover Letter: NO

Resume required: YES - Your resume should provide detailed information about your education and employment history as it relates to the required job qualifications. In order to be considered your resume must include the month, and year(s) for each work employment history and including job related responsibilities. NOTE: if you have acted as a Team Leader/supervisor please indicate the month/day/year of each acting term.

Questionnaire required: YES – As part of the application process, you will be prompted to complete an online questionnaire to demonstrate how you meet the job requirements.

Job Category

Leadership and Management, Social Services

TITLE: TEAM LEADER, COLLABORATIVE PRACTICE

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

SUPERVISOR: DIRECTOR OF OPERATIONS

JOB OVERVIEW

The Team Leader is responsible for the implementation and supervision of a Collaborative Practice team.

The Collaborative Practice Program oversees the resolution of child protection matters between the director and parents through the use of collaborative practice mechanisms such as family group conferences, family case planning meetings and works with families and youth transition conference, etc.

ACCOUNTABILITIES

Required:

- Supervises staff (up to 9 FTEs) and is accountable for the supervision of a team including Collaborative Practice, Family Finding, and Youth Transition Conference. This involves the assignment of work, development and evaluation of performance (My Performance) plans.
- This position reports to the Director of Operations.
- Authority, accountability and responsibility to plan, develop, manage, co-ordinate and evaluate the delivery of Collaborative Practice.
- Directly accountable for quality of services to clients accessing the team and for setting and monitoring standards of interdisciplinary practice in accordance with government , ministry and professional practice
- Broad responsibilities to work with diverse community partners with respect to the delivery of services.
- Provides direction, leadership and support to staff within the team for professional and integrated service delivery and must ensure adequate clinical support is provided as well as a broad range of staff training and development.
- Provide guidance to staff on the interpretation of Acts, policies and standards.
- Providing input and recommendations to create a well-motivated interdisciplinary team,
- Providing input and recommendations to existing or proposed programs, policies, procedures and systems.
- Performs other duties as assigned by the Director of Operations.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services.
- Oversees the complaint process and ensures clients receive adequate information and services.

Career Group:

Job Family:

Job Stream:

Role:

Revised Date:

Social Services

Professional

February 2018

JOB REQUIREMENTS

Education and Related experience:

- Minimum of Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care or Master's in Social Work, Master's in Child and Youth Care; or equivalent Bachelor or Master's degree in the social sciences (e.g., Masters of Counselling, Masters of Ed. Counselling, Masters of Clinical Psychology with a practicum in with child safety).
- Minimum of 5 years' experience in child protection and/or protective family services.
- Minimum of 2 years and preference may be given to applicants with 3 years or more experience supervising staff (this experience may include previous cumulative acting Team Leader experience - need the month/day /year of each temporary appointments) or demonstrated leadership experience).

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). Confirmation for equivalency for your degree is required for you to be considered. Please indicate in your resume (cut and paste a copy of the approval. If in progress proof must be provided on or by the closing date of the competition).

- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

KNOWLEDGE AND ABILITIES:

- Leadership and supervisory skills, and ability to coordinate a multi-disciplinary team.
- Organization and planning skills.
- Interpersonal and communication skills.
- Ability to manage staff, budget, contracts and allocation of resources.

BEHAVIOURAL COMPETENCIES

- **Planning, Organizing and Coordinating** involves proactively planning, establishing priorities and allocating resources. It is expressed by developing and implementing increasingly complex plans. It also involves monitoring and adjusting work to accomplish goals and deliver to the organization's mandate.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related
- **Partners with Stakeholders** are the desire to work co-operatively with all stakeholders to meet mutual goals. It involves awareness that a relationship based on trust is the foundation for success in delivering results.
- **Listening, Understanding and Responding** is the desire and ability to understand and respond effectively to other people from diverse backgrounds. It includes the ability to understand accurately and respond effectively to spoken

Career Group:

Job Family:

Job Stream:

Role:

Revised Date:

Social Services

Professional

February 2018

and unspoken or partly expressed thoughts, feelings and concerns of others. People who demonstrate high levels of this competency show a deep and complex understanding of others, including cross-cultural sensitivity.

- **Teamwork and Cooperation** is the ability to work co-operatively within diverse teams, work groups and across the organization to achieve group and organizational goals. It includes the desire and ability to understand and respond effectively to other people from diverse backgrounds with diverse views.
- **Service Orientation** Service Orientation implies a desire to identify and serve customers/clients, who may include the public, co-workers, other branches/divisions, other ministries/agencies, other government organizations, and non-government organizations. It means focusing one's efforts on discovering and meeting the needs of the customer/client.
- **Problem Solving/Judgement** is the ability to analyze problems systematically, organize information, identify key factors, identify underlying causes and generate solutions.
- **Managing Organizational Resources** is the ability to understand and effectively manage resource (e.g., people, materials, assets). This is demonstrated through measurement, planning and control of resources to maximize results. It requires a balance of qualitative (e.g. client satisfaction) and quantitative (e.g. service costs) needs.
- **Cultural Agility (Aboriginal Relations Competency)** Cultural Agility is the ability to work respectfully, knowledgeably and effectively with Aboriginal people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is the capacity to relate to or allow for differing cultural perspectives and being willing to experience a personal shift in perspective.

Willingness Statements

- Transportation arrangements must meet the operation requirements of the ministry i.e. you must possess and maintain a valid B.C. class 5 driver's licence.
- May be required to work flexible hours which may include evenings/week-ends.
- May be required to use own vehicle, with appropriate insurance coverage, on an expense account basis.
- May be required to travel in a variety of weather conditions.
- Subject to satisfactory reference check and criminal records review and police record checks.

Career Group:

Job Family:

Job Stream:

Role:

Revised Date:

Social Services

Professional

February 2018

SPO 30R - Team Leader Child and Youth with Special Needs - 57076

Workflow Type

Posted

Position #

00098916

Position Status

Approved

Salary Plan

GEU

Security Screening Required

Yes

Security Screening Type

Criminal Record Check,Criminal Records Review Act

NOC Code

4152

Department ID

039-2570 KCS-Centr Island CYSN Nanaimo

Posting Title

SPO 30R - Team Leader Child and Youth with Special Needs

Position Classification

Social Prog Off R30

Job Type

Regular Full Time

Temporary End Date

Location

Nanaimo, BC V9T 6L8 CA (Primary)

Salary Range

\$73,768.80 - \$84,361.58 annually

Close Date

1/20/2019

Ministry/Organization

BC Public Service -> Children & Family Development

Ministry Branch / Division

Child and Youth with Special Needs (CYSN)

Job Summary

Team Leader, Child and Youth with Special Needs

Social Program Officer 30

An eligibility list may be established maybe established to fill permanent and/or temporary vacancies

This position is based in Nanaimo and will be working on the traditional territories of the Coast Salish peoples – Snaw Naw As, Snuneymuxw, and Stz'uminus Nations.

Provide direction and leadership and make a difference in your community.

The Ministry of Children and Family Development (MCFD) promotes and develops the capacity of families and communities to care for and protect vulnerable children and youth, and supports healthy child and family development to maximize the potential of every child in B.C. The Ministry is responsible for regional and province-wide delivery of services and programs that support positive and healthy outcomes for children, youth and their families.

The Team Leader is responsible to direct and monitor the integration and delivery of all ministry services within an assigned district.

Employing superior collaborative skills, you establish productive working relationships with community partners and provincial, federal and non-governmental agencies act as a liaison and participate on internal and external committees as designated by the Director of Operations. A highly effective leader, you focus on staff development, collaborative practices and developing community partnerships. Your dedication to excellence creates a motivated team capable of delivering high standards of quality service to clients.

If you are ready for a leadership role and an exciting new career, we look forward to your application.

The BC Public Service is an award winning employer and offers employees competitive benefits, amazing learning opportunities and a chance to engage in rewarding work with exciting career development opportunities. For more information, please see What We Offer.

The BC Public Service is committed to creating adiverse workplace to represent the population we serve and to better meet the needs of our citizens. Consider joining our team and being part of an innovative, inclusive and rewarding workplace.

For complete details about this opportunity, including accountabilities, please refer to the attached job profile. For specific position related enquiries, please contact Jamie.Robertson@gov.bc.ca. **DO NOT SEND YOUR APPLICATION TO THIS EMAIL ADDRESS.** For more information about how to complete your job application, add/edit your resume and for more useful tips when applying for jobs, please refer to the Your Job Application page on the MyHR website. If you are still experiencing technical difficulty applying for a competition, please send an e-mail to BCPSA.Hiring.Centre@gov.bc.ca before the stated closing time, and we will respond as soon as possible to assist you.

NOTE: Applications will be accepted until 11:00 pm Pacific Standard Time on the closing date of the competition.

Job Requirements:

In order to be considered for this position, your application must clearly demonstrate how you meet the education and experience as outlined below:

- Minimum of Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care, or equivalent Bachelor or Master's degree in social science (e.g., Masters of Counselling or Masters of Ed. Counselling and a practicum in child welfare is required with these Masters/M.A Clinical Psychology). Other combinations of education and experience may be considered.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Minimum 5 years of recent (within the last 7 years) social work experience.
- Minimal of 4 months (last 5 years), experience supervising staff (i.e. social workers). preference may be given to applicants with more than 4 months. (If you have experience acting as a Team Leader please indicate the dates month/day/year you acted).
- Delegated or eligible to obtain C4 delegation within 6 months of employment
- Preference may be given to applicants with experience working with families with children and youth with special needs and/or experience with children and youth with special needs.

Applicants selected to move forward in the hiring process may be assessed on the Knowledge, Skills, Abilities and Competencies as outlined in the attached Job Profile located in the Additional Information section at the bottom of the posting.

A Criminal Record Check (CRC) and Criminal Record Review Act Check (CRRA) will be required.

APPLICATION REQUIREMENTS:

Cover Letter: YES - A cover letter is required as part of your application

Resume: YES - Ensure your resume includes your educational accomplishments, employment history including start and end dates (month and year) of your employment, and any relevant information that relates to the job to which you are applying.

Questionnaire: YES - As part of the application process, you will be prompted to complete an online questionnaire to demonstrate how you meet the job requirements.

Job Category

Leadership and Management, Social Services

TITLE: TEAM LEADER, CHILD AND YOUTH WITH SPECIAL NEEDS

CLASSIFICATION: SOCIAL PROGRAM OFFICER 30

JOB OVERVIEW

To direct and monitor the integration and delivery of all Children & Youth with Special Needs ministry services within an assigned district.

ACCOUNTABILITIES

Required:

- Supervises staff including assignment of work, development and evaluation of performance plans and approval of leave.
- Plans, implements and manages the multidisciplinary approach to ministry programs and services in accordance with legislation, regulations, and regional/ministry policies.
- Provides guidance to staff on the interpretation of Acts, regulations, standards and procedures.
- Monitors and evaluates the standards of practice and the efficiency and effectiveness of programs and services for the various program areas.
- Responds as the first step of appeal for clients who disagree with an employee's decision.
- Establishes relationships with community partners, provincial, federal and non-governmental agencies to enhance service delivery.
- Participates in regional long-range planning and management committees.
- Manages contracts (requiring subject matter expertise) to verify satisfactory performance results have been achieved, for release of payment.
- Manages the local area budget, allocates and monitors the most effective use of resources.
- Conducts presentations to enhance the profile of the ministry within the community.

JOB REQUIREMENTS

- Bachelor of Social Work or Bachelor in Child and Youth Care having completed a practicum in family and child welfare, or a Master of Social Work or equivalent.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Minimum of Bachelor's Degree in Social Work or Bachelor's Degree in Child and Youth Care, or equivalent Bachelor or Master's degree in social science (e.g., Masters of Counselling or Masters of Ed. Counselling and a practicum in child welfare is required with these Masters/M.A Clinical Psychology). Other combinations of education and experience may be considered.

NOTE: If your degree was obtained outside of Canada, you need to confirm it has been assessed for equivalency through the International Credential Evaluation Services (ICES). You must request a comprehensive report and the MCFD supplemental report to be considered for this competition.

- Minimum 5 years of recent (within the last 7 years) social work experience.
- Minimal of 4 months (last 5 years), experience supervising staff (i.e. social workers). preference may be given to applicants with more than 4 months. (If you have experience acting as a Team Leader please indicate the dates month/day/year you acted).
- Delegated or eligible to obtain C4 delegation within 6 months of employment
- Preference may be given to applicants with experience working with families with children and youth with special needs and/or experience with children and youth with special needs.
- Successful completion of security screening requirements of the BC Public Service, which may include a criminal records check, and/or Criminal Records Review Act (CRRA) check, and/or enhanced security screening checks as required by the ministry (**Note: It is important that you read the job posting carefully to understand the specific security screening requirements pertaining to the position**).

Willingness Statements:

- You must possess and maintain a valid B.C. Class 5 driver's license (without any restrictions-).
- You may be required to work evening/weekends.
- Exposure to regular travel required.
- May be required to use own vehicle, with appropriate insurance coverage on an expense account basis.
- Will work with families and children and youth who are distressed and facing challenges which may occasionally involve exposure to unpleasant situations or behaviour with angry, abusive, or abused clients; exposure to hazards from frequently working around parents and/or children in crisis who may display volatile behaviour.

BEHAVIOURAL COMPETENCIES

- **Expertise** includes the motivation to expand and use technical knowledge or to distribute work-related information to others.
- **Leadership** implies a desire to lead others, including diverse teams. Leadership is generally, but not always, demonstrated from a position of formal authority. The "team" here should be understood broadly as any group with which the person interacts regularly.
- **Partners with Stakeholders** is the desire to work co-operatively with all stakeholders to meet mutual goals. It involves an awareness that a relationship based on trust is the foundation for success in delivering results.

- **Relationship Building** is working to build or maintain ethical relationships or networks or contacts with people who are, or may be, potentially helpful in achieving work-related goals and establishing advantages. These people may include customers, clients, counterparts, colleagues, etc.
- **Team work and cooperation** is the ability to work co-operatively with diverse teams, work groups and across the organization to achieve group and organizational goals.

Indigenous Competencies:

- **Cultural agility** is the ability to work respectfully, knowledgeably and effectively with Indigenous people. It is noticing and readily adapting to cultural uniqueness in order to create a sense of safety for all. It is openness to unfamiliar experiences, transforming feelings of nervousness or anxiety into curiosity and appreciation.
- **Self-discovery and awareness** is understanding one's thoughts, feelings, values and background and how they impact the success of the interaction and relationship, or how they may influence one's work. It is recognizing one's own biases by tracing them to their origins, through reflection and by noticing one's own behaviour—and then intentionally seeking a way forward that positively impacts the interaction and relationship.
- **Empowering Others** is about the systematic and sustained effort to provide Indigenous people with information, knowledge, support and opportunities to be self-determined, based upon the individual or community's level of acceptance towards moving forward.