



Metis Family Services

#312-7485 130 Street
Surrey, BC V3W 1H8

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Job Title:	Elder (Full Time/Permanent)		
Department:	Child and Family Development		
Classification:	JJEP Wage Grid 11 (pending JJEP review)		
Reports To:	Child and Family Development Team Leader		
Date Prepared:	September 23, 2020	Closing Date:	Open until filled

Job Summary:

Reporting to the Child and Family Development Team Leader the Elder will work in partnership with Early Years Program team members. The Elder will provide guidance, knowledge and support to staff and the participants of the program to assist them in learning about Metis cultural traditions and values to enhance community belonging and family unity. They will use their specific knowledge and practices to enhance existing programs and activities that support child development and strengthening capacity for families to meet their children's needs.

Reports to: Child and Family Development Team Leader and Program Manager

Key Duties and Responsibilities:

- Provides knowledge of the medicine wheel, traditional medicines and Metis culture practices and values
- Collaborates with staff members to give guidance, knowledge and understandings of the Metis and Indigenous culture to participants
- Identifies the Metis and Indigenous community for the children and family and provides the required supports to children and families in connecting with their Indigenous/Metis community
- Mentors the children and families in cultural activities
- Supports cultural activities, such as Drum making etc. with the participants
- Supports families during planning circles, meetings and at agency events, as needed
- Supports family plans developed through the planning circles.
- Provides intervention plan information to the Team Leader for documentation in clients' files
- Collaborates with team members to evaluate the effectiveness of intervention plans
- Reports on clients' progress and discusses related concerns with the Team Leader in order to resolve identified concerns and move towards defined outcomes
- Collaborates with team members in providing skill-building guidance in areas such as parenting, anger management and/or self-management strategies for parents/caregivers
- Participates in and supports team members in planning cultural activities for Family Nights, and play groups for children and families at the agency
- Provides one-on-one support for parents/caregivers
- Supports team members in developing and implementing (short-term, issue-specific) intervention plans within program guidelines in consultation with the Team Leader
- Welcomes, greets and provides a positive, culturally relevant experience for children and families attending the agency
- Helps with building connections within the Indigenous community and agency partners
- Performs other duties as required.

Qualifications, Education and Experience:

- A diploma in social work, counseling or related field, or the equivalent in education and experience.
- Recognized as an Elder in the community with experience working in the Lower Mainland.
- Experience working in a professional setting providing collaborative support services to children and families
- One (1) year of recent related experience
- Or and equivalent combination of education, training and experience

Job Skills and Abilities:

- Good knowledge of Indigenous/Metis issues and needs of families in the community.
- Diverse understanding of Indigenous/Metis history with the ability to express and represent Indigenous/Metis culture and perspective
- Experience working with Indigenous family systems and understands the impact of complex issues related to intergenerational trauma and impact on Indigenous/Metis families in today's society
- Must be comfortable with client interaction in the community, home, and in the agency
- Ability to work collaboratively with Social workers and other professionals for the best interest of children and families
- Awareness of the diversity of Indigenous people in an urban setting
- Serves as a positive role model for community and co-workers
- Understanding of drug and alcohol issues and the impact on the families
- Excellent oral, written facilitation and interpersonal communication skills
- demonstrated teamwork
- Good time and general management skills
- Ability to work effectively with program staff, volunteers, and non-profit or publicly funded groups, agencies and organizations

OTHER REQUIREMENTS

- Criminal record check (vulnerable sector); Driver's Licence; reliable transportation

CORE COMPETENCIES:

Indigenous Cultural Competency, Results Driven, Teamwork and Co-operation skills, Service Orientation skills, Seeking and Using Feedback, Decisive Insight, Reflective Practice, Responsive Learning,

Additional Information:

This position requires the ability to function independently. Program delivery activities may require a moderate level of physical fitness to effectively carry out duties of the position.

Rate of pay: \$21.92 to \$25.53 per hour (pending JJEP review)

Start date: As soon as possible

Please clearly state the position you are applying for and forward your resume & cover letter to the attention of Kay Rampersad by email to HR@metisfamilyservices.ca

This position requires union membership.

Metis Family Services thanks all applicants for their interest in this career opportunity; however, only those considered for the position will be contacted. No telephone inquiries please.