



Fort Nelson First Nation

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INTERNAL/EXTERNAL POSTING

Job Title:	Aboriginal Infant Development Program (AIDP) Worker	Posting #:	35-2024
Department:	Child & Family Development	Grade:	3 L1
Location:	4005 Chalo Road	FTE:	1.0
Supervisor:	Director, Child & Family Development	Hourly Rate:	\$26.60-\$28.25
Key Duties:	Outreach, Intake, Assessment, Case Planning	First Posted:	2024-08-08
Effective Date:	Immediate, full time permanent	Closes:	2024-08-21

Job Scope

In accordance with the established vision and values of the Fort Nelson First Nation and in partnership with the Ministry of Children and Family Development, and local First Nation's communities; the primary responsibilities of this role are to provide family centered services that promote skills that will increase families' understanding of infant and child development. The Aboriginal Infant Development Program (AIDP) Worker provides, creates and implements programs for infants and children (0-6 years of age), who may be experiencing developmental delays or who may be at risk for a developmental delay by providing support services to families at the Deh Zona Family Centre, and within the community, and in the home. Early intervention services are designed to be responsive to the family's strengths, competencies, and priorities. Working collaboratively with other Child & Family Development staff and health care providers, the AIDP Worker designs and implements services, and supports families with system navigation and advocacy, and a range of social and educational information and resources for families. Resources will include the incorporation of traditional resources and decolonized research findings. The ADIP Worker supports families to achieve the common goal of promoting the well-being of infants and children.

Candidate Profile

The Aboriginal Infant Development Program Worker is a professional, ethical, and responsible individual who ensures the protection and confidentiality of private protected health information of clients. The employee adheres to governing legislation, and employer policies and procedures, and works with other staff in the Child & Family Department, and the Community Health Department to form a positive and supportive team work environment. This individual has demonstrated experience in implementing individualized program plans, Care Plans, or Individual Educational Program plans. This individual has good interpersonal skills including good listening skills: the ability to ask open-ended questions; paraphrasing; the establishment of clear professional boundaries; and the ability to discuss sensitive issues gently and respectfully. Through previous work experience, this individual has demonstrated good organization and time management skills, and excellent written and verbal communication skills. This individual communicates with the supervisor, co-workers, funders, various stakeholders, and any community member accessing assigned programs and services. Communications vary and will include: general public outreach, intake, assessment, and case management, with collaborative service providers, to obtain client information, and/or advice or help to solve problems or issues.



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Preferred Qualifications

Experience

- Two to three (2-3) years' experience performing duties involving child care services
- Experience working with privacy protected information
- Experience coordinating and supervising programs and activities
- Experience working with BC First Nations organizations and communities
- Experience working with a multi-disciplinary team and service providers
- Experience working with persons with health issues, communication barriers, and functional limitations

Knowledge

- Mature individual with a minimum grade 12 high school diploma, supplemented with an Early Childhood Educator Assistant Certificate, or Child and Youth Care or equivalent Certificate or Diploma in a related Social or Human Services discipline
- Knowledge of theories, practices and principles relative to child development, particularly relative to First Nations in BC, including the current programs and services available

Skills & Abilities

- Strong morals and ethics, along with a commitment to child/family privacy
- Good interpersonal skills and ability to interact well with employees and the public
- Good organizational skills and able to handle competing priorities and meet deadlines
- Good communication skills (written and oral); ability to listen and ask questions for clarification
- Good computer skills and able to use MS Office Suite applications and web-based conferencing platforms (Zoom, MS Teams, etc.)

Other (Required):

- Character references demonstrating suitability for working with children
- Physician note stating fitness to work in a child care setting will be required before an offer is made
- First Aid, CPR Level C – if expired must be willing to obtain employer paid training.
- No barriers to working with any member of the community and their family representative(s)
- Physical fitness to perform the work and ability to work indoors and outdoors in a variety of weather
- Compliance with, as well as disclosure and release to Fort Nelson First Nation and regulatory body/s of immunization/vaccination status, including COVID-19 vaccines and TB screening requirements
- Wage rate offered does not include wage enhancements which may be additional from time to time. Incumbent must be willing to provide authorization to Fort Nelson First Nation to release payroll and credential information as required to Funders for our funding agreements and wage enhancement reporting.
- Criminal Records Review Program – Vulnerable Sector, renewable every 5 years (or ability to obtain)
- Valid Class 5 Driver's Licence & Driver's Abstract
- Ability to provide own transportation to and from work.
- Travel and flexibility in relation to work schedules and locations is required



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Optional (Assets):

The successful candidate must complete the following courses through the University of British Columbia, or equivalent, unless the successful candidate already holds ECE and Special Needs Certification from the ECE Registry in BC (costs will be covered by the Employer):

- EPSE 348: Family-Centered Practice for Children with Special Needs
- EPSE 406: Typical and Atypical Development in Infants and Children
- ECED 439: Assessment of Infants and Young Children with Special Needs
- ECED 440: Supporting Social and Communication Development in Infants and Young Children with Special Needs

Work Conditions

Regular work will be scheduled from Monday to Friday, between 8:00 a.m. – 5:00 p.m., excluding holidays. There is a requirement to work one evening each month to attend a staff meeting, which typically takes place after 5:00 p.m. On occasion, special programs may be scheduled during an evening or a weekend, typically for outreach and relationship building activities with clients/families. There is a requirement to follow all safe work practices. Will be required to use a company vehicle to run errands related to the department.

Compensation

Remuneration: Competitive hourly wage, 35-hour standard work week, comprehensive benefits (health/dental, insurances, weekly indemnities), pension, and 3 weeks vacation. Rate offered to the successful applicant is pending certification(s), experience, knowledge, skills, abilities and other attributes.

Lifestyle: This unique work opportunity offers a life experience in one of the most beautiful and affordable places to live in Canada. Fort Nelson is a regional municipality with year-round indoor and outdoor recreation and cultural activities. Explore the 'Serengeti of the North' in our super natural Northern Rockies, British Columbia!

Application Instructions

Closes: August 21, 2024 at 11:59 p.m. *Preference may be given to qualified First Nation's applicants. Kindly forward your cover letter and resume to: recruitment@fnnation.ca

We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum requirements will receive a reply. * Constitution Act, 1982 [Section 35]; Canadian Charter of Rights and Freedoms [Section 15(1)]; Canadian Human Rights Act [Section 16(1)]; Employment Equity Act [Section 5(a), 10(b)]; Declaration on the Rights of Indigenous Peoples [Article 22]; ILO Convention 169 on Indigenous and Tribal Peoples in Independent Countries.