



Fort Nelson First Nation

Strong. Healthy. Proud. Self-reliant.

EXTERNAL JOB POSTING

Job Title:	Aboriginal Infant Development Worker	Posting #:	2019-22-1.0
Department:	Health & Community Services	Level:	G3-L2-C3
Location:	Office at 4005 Chalo Rd.; Multiple Sites Served	FTE:	0.86
Supervisor:	Executive Director	Rate:	\$23.73
Key Areas:	Outreach, Intake, Assessment, Programs	First Posted:	11-05-19
Effective Date:	June 11, 2019	Closes:	When filled.

SUMMARY / SCOPE

In accordance with the established vision and values of the Fort Nelson First Nation Health and Wellness Program, and in partnership with the Ministry of Children and Family Development, and local First Nation's communities; the primary responsibility of this position is to provide family centered services that promote and encourage active participation in specialized programs for infants and children who have a developmental delay or who are at risk of a developmental delay.

The Aboriginal Infant Development Worker provides goal-oriented support services to families in their home or in the community, to meet individualized infant and family needs. The provision of services is designed to develop the caregiver's understanding of factors influencing infant development and to promote skills that will enhance infant development. Through the provision of early intervention services and support services, that are responsive to the family's strengths, competencies and priorities, individualized support is implemented to increase family capacity and enhance infant development.

Working collaboratively with other health care providers and a multidisciplinary team, the Aboriginal Infant Development Worker provides direct care, system navigation and advocacy, and a range of social and educational information and resources. The Aboriginal Infant Development Worker develops and implements services to improve the health and social well-being and functioning of identified infants and caregivers. Services demonstrate ways in which traditional knowledge and culture can be combined with research findings to build children's resilience. The Aboriginal Infant Development Worker supports social learning from Elders and the children's family members and cooperates and collaborates with community members to achieve the common goal of promoting the well-being of children.

Candidate Profile:

The Aboriginal Infant Development Worker has a good level of energy and is physically fit to perform the work, and has good interpersonal skills including good listening skills to gather information and to ask questions in order to carry out assigned tasks and to provide routine information to other employees. The Aboriginal Infant Development Worker has good written and verbal communication skills and communicates with the supervisor/social worker team leader and other employees to obtain information, supplies, tools, equipment and/or advice or help to solve problems or issues, and has periodic contact with external agencies and service providers and the general public.

COMPETENCIES

- Assessment
- Critical Thinking
- Teamwork
- Relationships
- Knowledge Integration
- Management
- Computer Skills
- Human Caring and Relationship Centered Practice
- Communication
- Leadership
- Culture

MINIMUM QUALIFICATIONS

- A College Certificate/Diploma or equivalent in Early Childhood Education, Early Childhood Development or Child and Youth Care or equivalent Certificate or Diploma in a related Social or Human Services discipline.
- Two to three (2-3) years' experience performing duties involving client care and services.
- Current registration with the appropriate professional board/association/authority.



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- Experience working with BC First Nations organizations and communities.
- Knowledge of theories, practices and principles relative to infant development, particularly relative to First Nations in BC, including the current programs and services available.
- Travel is a requirement of this position; and flexibility in relation to work schedules and locations may be required.
- Experience working with a multi-disciplinary team and service providers.
- Experience working with persons with health issues, communication barriers, and functional limitations.
- Experience working with regulations governing work.
- Experience working with privacy protected information.
- Experience coordinating and supervising programs and activities.
- 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; will benefit from a high degree of resourcefulness, flexibility, and adaptability.
- Good communication skills (written and oral); ability to listen to understand and ask questions for clarification.
- Proficient computer skills and able to use MS Office Suite applications.
- No barriers to working with any member of the community and their family representative(s).
- Satisfactory completion of a vulnerable sector report (CRRP).
- Valid BC Driver's License.
- Satisfactory driver's abstract.

ASSETS

The following are considered assets:

- Certificates of training, such as First Aid, CPR Level C, Food Safe, WHMIS, OHS
- Google™ drive, calendar, forms and other Google™ products.
- Sign Language.
- Ability to speak Dene and/or Cree
- Class 4 driver's license.

APPLICATION INSTRUCTIONS

Closes: Open until filled. **Remuneration:** Rate offered to the successful incumbent is pending certification(s), skills, experiences, knowledge. *Preference may be given to qualified First Nation's applicants. Kindly forward your cover letter and resume to:

Human Resources, Recruitment
Fort Nelson First Nation
R.R. #1, Mile 295, Alaska Highway
Fort Nelson, B.C. V0C 1R0
E-mail: recruitment@fnnation.ca

We thank all individuals for applying, but only those applicants whose applications clearly demonstrate meeting all of the requested minimum qualifications will receive a response.

* 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.