



VANCOUVER ABORIGINAL CHILD & FAMILY SERVICES SOCIETY

Our Children, Our Future, Our Responsibility

Family Preservation Clinical Supervisor

Position:	Family Preservation Clinical Supervisor – Two (2) Positions
Status:	Permanent Full-Time
Hours of Work:	8:30am – 4:30pm Monday to Friday
Closing:	June 20, 2025
Department:	Family Preservation and Reunification
Location:	745 Clark Drive
Classification:	Supervisor – Grid 30 (+ 2 Temporary Market Adjustment)
Salary:	\$3,694.47 to \$4,226.96 bi-weekly

At VACFSS, we ensure that the rights, safety, well-being and spirit of Indigenous children and families are upheld, honoured, and protected. We strive to eliminate oppression, discrimination, and marginalization within our community. We acknowledge and honour the inherent wisdom, capacity, and resourcefulness of our community in designing programs and services to care for our own children and families. Accordingly, we are dedicated to planning, developing, and implementing creative and innovative Indigenous programs and services in collaboration with members of our community and other agencies.

- Join an Agency that strives to provide services to strengthen Indigenous families culturally and spiritually!
- Receive a competitive salary \$96,386.14 to \$110,278.43 per year PLUS a comprehensive benefits package!
- Take on a challenging role that provides membership in the Public Service Pension Plan

JOB SUMMARY:

The Family Preservation and Reunification (FPR) Program provides a continuum of homebased, culturally grounded, and goal-orientated services to families served by VACFSS' Child Safety, Guardianship and Resources Programs. The FPR Program supports families to connect to their Indigenous culture and to strengthen identity and self-esteem. It works with culturally based and holistic healing approaches to address physical, mental, and spiritual needs. It seeks to support the Indigenous beliefs, values, cultural practices, and resources that are identified by the family as meaningful.

Reporting to the Family Preservation Manager is responsible for supervising the daily operations of a Family Preservation and Reunification counselling team in the context of Restorative Indigenous Child Welfare practice. The position has responsibility to plan, develop, manage, coordinate and evaluate the delivery of services within the context of a Family Preservation team. The Clinical Supervisor provides clinical supervision, planning, coordination and administration of volunteer mentoring, in-home-services and self-help mutual aid groups. The position is directly accountable for the quality of service to clients and for setting and monitoring standards in a manner that is culturally sensitive to Indigenous people. Utilizing the Restorative Supervision Model, provides direct supervision and coaching to workers in the Family Preservation team. Provides vision, direction, guidance and leadership to his/her direct reports and others. The Clinical Supervisor is responsible to provide joint supervision for the Child and Youth Wellness Counsellors with the Director and Family Preservation Manager position. The clinical supervision would be provided by the Clinical Supervisor.

The Clinical Supervisor supports the work of Counsellors and assists in stewarding the program to stand with and help families to:

- Engage positively with the child welfare system.

- Strengthen connections to their culture and Indigenous community(ies).
- Access community resources to meet basic needs such as safe housing, medical care, and food security.
- See their children as sacred bundles and parents as sacred life givers.
- Improve parenting confidence and abilities.
- Strengthen relationships between families and children placed out of their homes.
- Increase understanding of historical, intergenerational, and personal trauma, and promote healing.

The Clinical Supervisor is directly accountable for the quality of service to clients through Counsellors, working collaboratively with referring VACFSS Programs, setting and monitoring standards in a manner that is culturally sensitive to Indigenous people, reporting requirements and working within financial policies. Utilizing the Restorative Supervision Model, provides regular direct supervision, leadership, guidance, coaching, and consultation to counsellors that addresses clinical and administrative needs.

The Clinical Supervisor ensures services provided are reflective of an integrated case management/wraparound service approach by:

- Ensuring that services are strength-based and build on the family's capacity to take care of their own children as well as directing their own service plans.
- Ensuring program standards and guidelines as well as policies and procedures of the agency are maintained.
- Facilitating and participating in weekly case management team meetings.
- Overseeing referral, intake and discharge planning.
- Reviewing follow-up cases to ensure maximum quality of client care.
- Provide clinical consultation with respect to:
 - Assessment and integrated services planning.
 - Services to address concrete needs.
 - Individual parent training and education.
 - Therapeutic interventions with individuals, couples and families.
 - Linkages to formal and informal supports.

As a member of the larger Family Preservation team, as well as the VACFSS Leadership team, the Clinical Supervisor contributes to team activities, shares ideas/information and experience with team members, and demonstrates commitment to team decisions and goals.

A complete position profile will be made available to candidates at the time of the interview.

QUALIFICATIONS

- A Master's degree in social work (Clinical Specialty or equivalent training/education), Educational Counselling, Clinical Psychology, Child and Youth Care, or equivalent; with
- At least five years of direct counselling in child and family services as a Registered Social Worker, Registered Clinical Social Worker or Registered Clinical Counsellor and a combination of experience in addictions, mental health and trauma.
- Supervisory training.
- Supervisory experience required.
- Mastery of Parent Effectiveness Training, Behavior Modification, Bargaining and Negotiating Techniques and Assertiveness Training.
- Eligible to be a member of BCACC as a Registered Clinical Counsellor (RCC) or a member of BCCSW as a Registered Clinical Social Worker (RCSW).

Key Competencies:

- Relational Engagement
- Leadership
- Collaborative Planning and Decision Making
- Emotional Competency
- Resilience
- Cultural, Spiritual Expression

Notes:

- This position requires Union membership.
- This position is open to all staff.
- A vehicle with business class insurance and a Class 5 Driver's License are required.
- This position requires the incumbent to be available in the office

ABOUT THE BENEFITS:

In exchange for your contributions to VACFSS, you will receive a competitive salary and a comprehensive benefits package, including:

- Medical, extended health, and dental
- Group life
- 100% employer-paid premiums
- 3 weeks of vacation
- Eligible for the VACFSS flex program
- Membership in the Public Service Pension Plan
- Access to VACFSS' Staff Support Counsellor
- Access to Indigenous Cultural Teachings as coordinated by the Agency

We thank all candidates for their interest; however, only those selected for an interview will be contacted.

Applications will be accepted from candidates with the above qualifications or from candidates that have delegated experience with MCFD or a Delegated Aboriginal Agency. An eligibility list may be created. Preference may be given to qualified Indigenous Candidates as per Section 41 of the Human Rights Code. Click here to apply:

<https://easyapply.co/a/b6f7a671-743b-4d25-8bec-adac185aefe1>

Situated on the unceded and occupied territories of the Coast Salish Peoples, including the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), Selílwitulh (Tsleil-Waututh), and Stó:lō nations.