



Indigenous Child, Youth, and Family Advocate Internal/External Posting

Encompass Support Services Society is an accredited, non-profit organization that provides a wide range of programs and support services in Langley and Aldergrove for over 25 years. We help to build strong, sustainable communities by offering inclusive, accessible services tailored to meet the changing needs of the individuals and community we serve.

At Encompass, we are committed to a journey towards cultural humility and safety; for the well-being of those we serve and those, we work along-side. We gratefully acknowledge that the programs, services and offices of Encompass are on the unceded, sovereign Indigenous lands of the Coast Salish People. This includes the territories of Kwantlen, Katzie, Matsqui and Semiahmoo First Nations. We also acknowledge the Diverse First Nations, Inuit, and Métis who make Langley their home.

Our **purpose** is to strengthen the health and vitality of community by identifying and responding to community needs, collaborating to enhance the lives of those we serve, while cultivating effective and sustainable partnerships.

Our **vision** is to empower individuals, to connect people, and to enrich lives. We value Integrity, Inclusion, Collaboration, and Community.

Our **programs** and supports are designed to build new skills, to foster healthy, productive lifestyles and to improve access to services within our community. Services are low-barrier, all-inclusive and at no cost to participants. Annually, we provide services to over 2500 individuals and families.

The Opportunity

The Indigenous Child, Youth, and Family Advocate ("Indigenous Advocate") supports Indigenous individuals and families who have been victims of crime with the intention of supporting through a cultural lens and improving interactions with the justice system. The Indigenous Advocate provides trauma-informed and culturally safe care to people who have experienced abuse or violence, and takes a holistic approach in supporting their family members and circle of care. This position works in collaboration with other members of the trauma support services team to provide continuity of care and timely support to Indigenous and non-Indigenous participants.

JOB POSTING #:	2026-0100 Indigenous Advocate
DATE:	August 14, 2026
POSITION:	Permanent, full -Time
HOURS OF WORK:	37.5 per week, flexible work schedule required
SALARY RANGE:	Grid 13: \$31.77 - \$35.29 (Hourly) – Depending on experience & qualifications
BENEFITS:	Extended Health, Dental, Group (RSP/TFSA)
VACATION:	As per ESS policy
ANTICIPATED START DATE:	ASAP
CLOSING:	Open until filled

Some Core Competencies & Responsibilities

1. Cultural Knowledge

- Demonstrates understanding and knowledge of Indigenous culture and the historical and ongoing effects of colonization on Indigenous People.
- Demonstrates a practical knowledge of cultural and spiritual practices and associated protocols.

- Understands and recognizes sources of resiliency (for example, self-awareness and efficacy, family, friends, Elders, community, environment, self-expression, cultural and spiritual teachings and practices) and supports participants of all ages, along with their families and supporters, to access these using a strength-based approach.

2. Practice Knowledge

Person-Centred Care

- Orients participants to the program(s) and their circle of care.
- Promotes informed decision-making and participant- and family-centered care, valuing their lived experience and expertise in their own lives.
- Provides individual support to participants, providing advocacy, accompaniment and referrals to community services as required, including transportation to and support in appointments and help with completing required forms and paperwork.

Collaboration

- Utilizes collaborative processes to achieve engagement with and advocacy for children, youth, families and community, as well as to generate change and resolve conflicts. This includes collaborating with health services, RCMP, child protection, cultural supports, Indigenous-specific services, victim services, and other support programs, while remaining aligned with program needs and Encompass' values and grounded in cultural safety, humility, and reconciliation.
- Collaborates with the CYAC Advocate and Sexual Assault Services Navigator to support and provide backfill to allow for continuity of care for participants.

Communication; decision making; emotional competency, conflict resolution; workplace effectiveness; and relational engagement.

Professional Practice

- Ongoing, demonstrated commitment to Reconciliation and anti-oppressive practice.
- Understands the principles of trauma-informed practice and Indigenous Cultural Safety, and how they apply in the trauma support services programs at Encompass.
- Demonstrated knowledge and application of trauma-informed and culturally safe principles, and demonstrated commitment to furthering these practices through ongoing professional development.
- Knowledge of relevant legislation, regulations, policies, procedures, and certification requirements – such as the Mental Health Act, the Child, Family and Community Service Act (CFCSA), Bill C-92 (An Act respecting First Nations, Inuit and Métis children, youth and families), the Infants Act, the Victims Bill of Rights, and the Freedom of Information and Protection of Privacy Act – as well as the rights of Indigenous children, youth, families and community.
- Exhibits good working knowledge of social service and government systems.

Other Information

- Program delivery activities may require a moderate level of physical fitness to carry out duties of the position.
- This position may require working outside of regular office hours, such as evenings and weekends, depending on the needs of the program.

- Must possess a valid BC Class 5 Drivers' license, have a reliable vehicle, Business Insurance and acceptable drivers abstract. (mileage paid for work use)
- Police Information check including vulnerable sector check.
- Current Emergency First Aid.

Qualifications

- Bachelor's degree in human/social services or related field is an asset,
- Three (3) years direct service delivery experience in the community social services sector.
- *Or, an equivalent combination of education, training and experience.*
- Experience working with vulnerable children, youth, and families, preferably in the anti-violence sector.
- Experience working with Elders and the Indigenous communities, including a demonstrated knowledge of traditional, cultural practices and protocols, particularly of the local First Nations (Kwantlen, Katzie, Matsqui, and Semiahmoo First Nations).
- Established relationships with local First Nations an asset.
- Willing to learn other cultural practices within a diverse Indigenous clientele.
- Proficiency in the use of a computer and applicable office software applications.
- Training and experience in mental health, sexual abuse, trauma, depression, suicide, and/or co-occurring disorders.

At Encompass Support Services Society, we have prioritized equity, diversity, and inclusion. We strive to embed these principles in our programs and services and in fostering an environment of dignity, respect, and belonging. We encourage applications from persons with historical and/or current barriers to equity, who will work respectfully within our inclusive organization and diverse community.

In lieu of a resume and cover letter, applicants are welcomed to submit a video application. Please email your video at hr@encompass-supports.com and include the following information:

- Introduction and educational background: Introduce yourself and provide a brief overview of your educational background and why you're applying for the role.
- Work experience: Please describe your previous/current role and responsibilities and how it is relevant to this position
- Skills and Abilities: What specific skills or strengths do you bring to this role?
- Do you have a valid class 5 driver's license and use of a reliable vehicle

This is an Indigenous-specific Advocate position. Preference will be given to qualified Indigenous candidates as per Section 42 of the BC Human Rights Code. If you feel comfortable, please indicate in your cover letter whether you self-identify as Diverse First Nations, Inuit, or Métis, and share any relevant cultural or community connections you would like us to know about. This information is voluntary.