



**Siksika Family Services Corporation**  
SIKSIKA CHILDREN'S SERVICES  
PREVENTION/EARLY INTERVENTION  
**Cultural Team Leader (Elder in Residence Program)**  
Permanent Fulltime  
August 2019



**GENERAL STATEMENT OF POSITION:**

Reporting to the Prevention/Early Intervention Program Manager, the **Cultural Team Leader** is responsible for program development, strategic leadership and direction to the Prevention and Early Intervention program as it relates to the integration of Siksika Ways of Knowing. The Elders in Residence Team consists of four (4) staffed Elders, one (1) Cultural Advisor and an honorarium based Elder Advisory Council to be formulated as Siksika Children's Services decision making authority under Prevention/Early Intervention. The Team Leader is accountable for creating a culturally reflective three year work plan which will include initial & ongoing program development, implementation plans, quality assurance processes, budget and human resource management and quality improvement initiatives.

**LOCATION:** The Cultural Team Leader will be located in Siksika; whereas Elder support services will be offered to both On and Off Reserve Siksika Community members through Prevention/Early Intervention and Child Protection services.

**SUPERVISION RECEIVED:**

The Cultural Team Leader works under the direction of the Early Intervention/Prevention Program Manager.

**SUPERVISION EXERCISED:**

Four (4) Elders in Residence and one (1) Cultural Advisor and Elder Advisory Council.

**DUTIES & RESPONSIBILITIES:**

- Integrate Siksikatapi - Siksika Ways of Knowing - into all aspects of programming, case planning and client contact in order to preserve culture and family through dedicated support of Elders
- Incorporate Elder in Residence program dedicated towards culturally informed policies, practice and programming
- Facilitate direct community cultural involvement in the prevention support of families and nurturing of children's safety and well-being
- Advise Prevention/Early Intervention Program Manager, Team Leaders and staff as it relates to all areas of cultural implementation, application and delivery of programming



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- Incorporate traditional healing and mediation practices through Siksika Ways of Knowing for the benefit of entire Siksika Children's Services agency
- Ensure core cultural standards – Language, Siksika Identity, Landbased Teachings – are reflected within Prevention/Early Intervention documentation, policies, procedures and processes
- Develop Elder Advisory Council for purpose of mediation, dispute resolution, consultation and assessment of Prevention/Early Intervention engagement and participation
- Coordinate and promote Elder Advisory Council toward active engagement and involvement in consultation of family case planning, home visitation, assessment, and decision making within Prevention/Early Intervention and Child Protection involvement
- Ensure Elder Advisory Council actively engaged and involved in consultation of program development, and policy/procedure creation, language incorporation and translation
- Coordinate translation of core program documents into Blackfoot and back into English for use across organization
- Assist in the development and translation of curriculum/promotional material for community member access and participation
- Develop culturally reflective staff training/orientation curriculum in coordination with Community Education team
- Participates as a member of the Siksika Children's Services leadership team and works collaboratively with other team members responsible for Prevention and Early Intervention and Child Protection programs
- Responsible for the delivery of support services to families to facilitate preservation of family and efforts focused toward family (re)unification.
- Ensures appropriate cultural representation and participation in steering committees, working groups, and pilot projects.
- Engages in employee relations; coaches team to address employee issues and answers employee questions or concerns.
- Coordinates training and development programs for team including identification of training needs, development of training programs, scheduling and tracking training and evaluation.

**MINIMUM QUALIFICATIONS:**

- Empowering, motivating committed management team
- Strategic, visionary, critical thinker
- Collaborative, relationship building skills,



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- Creative, innovative, navigate complexities
- Culturally sensitive, aware and invested in Siksika
- Humble, compassionate, respectful and patient
- Flexible, adaptable, open minded
- Financial acumen

**EDUCATION AND EXPERIENCE:**

- Degree with an acceptable specialization relevant to work performed OR accepted combination of education, experience and knowledge. Siksika traditional knowledge/knowledge keeper an asset; upholding Siksika Ways of Knowing necessary
- Knowledge of Siksika culture and traditions; Siksika Children Services history, impact and influence in community; federal and provincial legislation and associated programs and their impacts on Siksika family and community. Knowledge of the impact of Intergenerational Trauma due to colonialism, residential school history, sixties scoop and child welfare system on First Nations' people and communities.
- Expert knowledge of Siksika culture, language and history.
- Advanced knowledge of the issues affecting Siksika children, families and community.
- Possesses knowledge of relevant Community, Provincial and Federal legislation governing children, families and community programs and services; and other related Government programs and services.
- Possesses detailed knowledge of human resources practices, Alberta Employment Standards, and other legislation specific to privacy, human rights, workers compensation and occupational health and safety.
- Possesses knowledge of the Child Intervention Practice Framework.
- Possesses a detailed understanding of the standards, policies, and case management theory and practices of programs and services related to supporting vulnerable families, and young adults up to the age of 24.
- Demonstrated ability to maintain confidentiality, diplomacy and objectivity when communicating and interacting with employees and leaders.
- Excellent verbal, written and interpersonal communication skills, with the ability to work well under minimal supervision.



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- Proven track record of strong organizational and excellent communication skills (including interpersonal, writing, and editing) capable of multi-tasking, highly organized, and able to meet deadlines.
- Embraces technology with intermediate to advanced skills in Microsoft Office.
- Possesses the ability to work in crisis situations and de-escalate situations effectively.
- Ability to effectively interface with all levels of employees from entry level to senior management

**WORK ENVIRONMENT:**

This position is located at either the Siksika Children's Services Siksika, Strathmore or Calgary location.

- Unavoidable interruptions, changing priorities, workload emergencies, along with client trust relating to employee's mandate to investigate reports of abuse, neglect and emotion and injury.
- Periods of excessive activity.

**JOB REQUIREMENTS/CERTIFICATIONS:**

- Clear Criminal Record check dated within the last 6 months of application date. May need to update Criminal Record Check as directed by agency.
- Clear Child Intervention Check through current provincially regulated intervention information system.

**COMPENSATION:**

Salary will be based on qualifications, education and experience.

**CLOSING DATE:**

Position will remain open until suitable candidate is found.

Candidates are encouraged to apply early to ensure their application is given consideration and to have their Child Intervention Check and Criminal Record Check ready for submission as the position is currently vacant and the organization is seeking to make an immediate placement. Resumes and cover letters should be emailed to [familyserviceshrm@siksikafamilyservices.com](mailto:familyserviceshrm@siksikafamilyservices.com)

*SFSC thanks all applicants and wishes to advise that only those candidates selected for an interview will be contacted.*