



**Siksika Family Services Corporation**  
SIKSIKA CHILDREN'S SERVICES  
PREVENTION/EARLY INTERVENTION  
**Early Intervention/Reunification Team Leader**  
Permanent Fulltime  
August 2019



**GENERAL STATEMENT OF POSITION:**

Reporting to the Program Manager Prevention/Early Intervention, the **Early Intervention/Reunification Team Leader** is responsible for program development and provision of strategic leadership and direction to eight (8) Early Intervention and Reunification team members, under the Prevention/Early Intervention umbrella within Siksika Children's Services. *Early Intervention team* members will work closely with parents and families who have been identified vulnerable or at risk of Child Intervention as they enter into a mutual agreement with the Early Intervention team in order children remain with parents while they resolve various systemic issues: addiction, family violence, poverty, etc. *Reunification team members* will engage parents of children under Permanent Guardianship with SCS into a three phased approach for the purpose of reunification. The Early Intervention/Reunification Team Leader is accountable for a three year work plan for this new program including program development, implementation, monitor and evaluation of program, case management of families and on-going quality improvement initiatives. Team Leader will ensure all Early Intervention/Reunification activities align with community, cultural and children safety standards to prevent children from entering into care; current legislation under CYFEA governs specific activities under Reunification stream. Team Leader responsibility include strengthening traditional skills within families; leverage family protective factors, reduce risk factors, create on-going opportunity for family members to develop and enhance quality of life for children, youth and families.

**LOCATION:** The Early Intervention/Reunification Team Leader will be located in Siksika; whereas services will eventually be offered to both On and Off Reserve Siksika Community members.

**SUPERVISION RECEIVED:**

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

**SUPERVISION EXERCISED:**

Four (4) Early Intervention Workers and Four (4) Reunification Specialists

**DUTIES & RESPONSIBILITIES:**

- Responsible for Early Intervention/Reunification program development and integration of Siksika Ways of Knowing into all aspects of program delivery



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- Engages community early when involved with families/children; identifies preventative solutions to keep children and families together and connected to community and culture
- Develops and manages preventative policies and practice grounded in traditional healing measures; ensures practices are culturally safe, reflective of intergenerational impacts and trauma informed
- Participates as a member of the Siksika Children's Services Prevention and Early Intervention leadership team and works collaboratively with SCS Protection Team Leaders toward the early intervention versus intervention and reunification of children under permanent guardianship with parents
- Oversees the monitoring and evaluation of practice and business processes to ensure compliance to newly developed policies under Prevention and Early Intervention practice standards and existing legislation of CYFEA as it currently applies to Reunification
- Responsible for the coordination of support services to families to facilitate preservation through culture/traditional means
- Creates and sustains effective strategic relationships with external service providers/organizations to ensure they understand Siksika needs and issues and provide valuable services to families
- Identifies funding opportunities and/or collaborative services to meet the residential facilities/housing needs of both Early Intervention and Reunification
- Collaboration/teamwork with program, SCS and community organizations to support specific focus
- Engages in employee relations; coaches staff to handle employee issues and answer employee questions or concerns
- Ensures integrity of program processes in support of SCS Protection team in alignment with current legislative practice, policies while emphasizing Siksika culture and traditions
- Develop and maintain a data management system to support client engagement, referral management system; client feedback process regarding services delivered, and monthly reporting to Program Manager.
- Coordinates training and development programs for team including identification of training needs, development of training programs, scheduling and tracking training and evaluation for Early Intervention/Reunification team
- Assumes financial responsibility of Early Intervention/Reunification team as exercised through approved budgets; monthly reporting and participation in budget formation and fund development



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**MINIMUM QUALIFICATIONS:**

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



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- Excellent verbal, written and interpersonal communication skills, with the ability to work well under minimal supervision.
- 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.*