



Whitefish River First Nation

Invites you to join our dynamic team as a
FAMILY WELL-BEING MANAGER

Term: Full-time

Salary: \$75,120 - \$89,700 (+ group pension and health benefits)

**Offer is subject to education and experience or a combination of both*

The Family Well-Being Manager will play a pivotal role in supporting the Family Well-Being initiative, including adherence to all interventions, prevention, family enhancement, after-hours service, and child placement support programming. The position holder will promote new community—and family-based initiatives that contribute to the well-being of WRFN children and their families. The Family Well-Being Manager will also oversee the staff involved in successfully implementing and operationalizing the Whitefish River First Nation's child well-being law.

KEY RESPONSIBILITIES:

MANAGEMENT AND LEADERSHIP

- Manage and lead the Family Well-Being and Band Representative team to provide quality, value-added services, including intervention and preventative management in accordance with community needs and leadership priorities.
- Provide leadership in the workplace by modeling high standards of work performance, positively influencing teams and individuals, negotiating, mediating, and resolving conflict, and communicating WRFN's mission, vision, and values.

SUPERVISION AND TRAINING

- Supervises the Whitefish River First Nation's Family Well-Being and Band Representative Team to develop and coordinate Family Well-Being Prevention Services and Band Representative Intervention Services and Programs by providing guidance and support to Whitefish River First Nation children and families.
- Supervises and trains any staff functioning as band representatives in relation to proceedings commenced or services delivered by other governments concerning child protection.
- Plan, organize, and monitor the program and services to ensure all activities are consistent with legislation, standards, and regulations.

RELATIONSHIPS AND TEAM BUILDING

- Works collaboratively and cooperatively at all levels to support the use of family-centered, strengths-based, child-focused, and trauma-informed practices while assisting families in building their capacity to provide safe and nurturing environments for WRFN children and their families.
- Provide opportunities for enhancing and developing a positive cultural identity for WRFN children, families, and the community.

HUMAN RESOURCES

- Supervise, coach, and direct staff.
- Monitor and address employee performance and conduct performance reviews.
- Coordinate staff professional development and address any training needs.
- Establish and sustain a work environment that promotes and rewards optimal performance, an ongoing commitment to excellence, and adopting strength-based cultural practices.

FINANCIAL MANAGEMENT

- Assist in developing the Yearly Family Well-Being Unit Budget and review, monitor, coordinate, and plan for allocating resources for staff within the authority limit.

INTERAGENCY PARTICIPATION

- Actively participate in the Family Well-Being Team, WRFN Management, and other internal committees supporting the WRFN programs and services relevant to the position.

ADMINISTRATION

- Develop and submit a yearly work plan with goals, objectives, and measurable indicators of success.
- Review and approve various forms, i.e., Wellness Plans, Monthly Report Forms, Closing Summary, File Audit, Intake Form, etc.
- Prepare and submit comprehensive monthly and quarterly reports to the Band Manager and Leadership.

*For a complete Job Description, please email: hrmanager@whitefishriver.ca

QUALIFICATIONS:

- Bachelor of Social Work Degree or a degree in a related discipline.
- 5-10 years of experience leading, developing, or collaborating in human service delivery.
- At least three (3) years of direct experience working with youth and families in a social service or other related health setting. Experience working with Indigenous people in a community-based setting would be considered an asset.
- Knowledge of Indigenous peoples, communities, and structures, including understanding Indigenous history, is an asset.
- Knowledge of local services available to WRFN children and families.
- Knowledge and understanding of the Child Youth and Family Services Act.

SKILLS:

- Strong understanding of Indigenous knowledge of Anishinabek child and family values, traditions, and practices.
- Knowledge of Indigenous traditional healing practices.
- In-depth knowledge of local, regional, and provincial Indigenous and non-Indigenous services.
- In-depth knowledge of Child Welfare legislation, mandates, standards of practice, policies, and procedures such as the Child, Youth and Family Services Act, 2017, Bill C-92, Jordan's Principle, Customary Care, etc.
- The ability to understand and speak Anishnaabemowin is an asset (or the willingness to learn).

Other Requirements

- Must provide a clear Police Vulnerable Sector Check upon hire.
- Must have a Class 'G' Ontario Driver's License, with access to a vehicle and the ability to travel.

Applications must be submitted by November 15th, 2024, at 12:00 p.m.

Interested applicants must submit a current resume, cover letter, two (2) work-related references and one (1) character reference (with contact information) and applicable education diplomas/certifications to:

CONFIDENTIAL: FAMILY WELL-BEING MANAGER

Whitefish River First Nation

c/o Human Resources

17-A Rainbow Ridge Road, P.O. Box 188; Birch Island, ON P0P1A0

Email: jobapplications@whitefishriver.ca Fax: (705)285-4532

Miigwetch to all who apply; however, only those applicants selected for an interview will be contacted.