



Family & Children's Services of Renfrew County

Together, A Caring Community.

RESTORATIVE PRACTICE SUPERVISOR

Department: Child Welfare
Accountability: Director of Service Child Welfare / Local Director
Location: Renfrew County

Family & Children's Services of Renfrew County is a multi-service agency committed to providing preventative, protective and socially inclusive services and programming that empowers and strengthens everyone. We are focused on cultivating a team-oriented work environment where everyone thrives. Our goal is to develop and strengthen collaborative partnerships to increase availability, accessibility and quality of care to our communities. Our agency commitments include: moving forward Anti-Oppressive Practice, French Language Services and working alongside Indigenous Communities.

DUTIES PERFORMED ON A REGULAR BASIS:

The below Responsibilities relate to Relationship and Team Building:

- Work collaboratively and cooperatively at all levels of the agency.
- Demonstrate behaviours, actions and attitudes that are consistent with Agency vision, mission and values.
- Provide opportunities for the enhancement and development of positive cultural identities of the children, adults, families and communities served.
- Provide direction and mentoring to staff/teams regarding culturally specific resources for children, youth and families.
- Ensure appropriate communication and consultation with DOS as required.
- Ensure effective and professional communications with all internal and external service providers, committees and workgroups.
- Share information according to privacy and/or confidentiality guidelines.
- Work respectfully, positively, professionally and collaboratively with team members.
- Lead change initiatives for integrating equity and anti-oppressive practices by ensuring Agency alignment with anti-oppressive goals/objectives.
- Coaching of Supervisors responsible for various functions within the spectrum of service delivery.

To Develop and Implement Cultural Resources for the Agency by:

- Ensuring the Agency consistently provides relevant and culturally appropriate services to children, youth and families.
- Coordinating and facilitating various Community and Agency meetings to develop cultural practices for staff, families, communities and clients.
- Ensuring that teachings, medicines, and healing opportunities are available to the members of the team.
- Informing Agency supports to self-identified First Nations, Inuit and Métis staff.
- Developing and maintaining a resource list of cultural people, resources, and other Elders / Knowledge Keepers available to the Agency.
- Developing and maintaining policies and procedures for a cultural manual.
- Assisting in engagement with Indigenous Communities and development of protocols.
- Developing and implementing a training plan on cultural practices in collaboration with the EDI Staff Trainers.
- Providing consultation and training to Agency staff, volunteers, foster parents and community about cultural practices, teachings, ceremonies and traditions that workers can implement in day-to-day practices.
- Providing cultural consultations regarding the recruitment and retention of caregivers (foster parents and customary care).
- Implementing cultural teachings and ceremonies as required
- Providing consultation and training to Agency partners on cultural practices, teachings and ceremonies to ensure consistently unified and culturally appropriate helping processes.
- Contributing to the delivery of full agency meetings and gatherings to support processes that are reflective of cultural practices when guiding discussions and decisions.
- Establishing linkages to community traditional helpers.

Administration and Reporting:

- Complete administrative functions and reports and adhere to Agency policies, procedures and relevant practices.
- Ensure confidentiality and safekeeping of all Agency documents and records.
- Develop and maintain a detailed work plan of activities.
- Develop and maintain accurate, up-to-date and concise work files.
- Prepare and deliver reports.
- Work in compliance with the Occupational Health and Safety Act and any other relevant legislation.
- Prepare and submit monthly, quarterly and annual reports and statistics.
- Prepare and submit monthly attendance records and travel expense claims.
- Follow the Agency's human resources, finance and other policies and procedures in the performance of duties.

Other Duties:

- Participate in internal or external committees as required or requested.
- Other duties as required and assigned.

KNOWLEDGE & SKILL REQUIREMENTS:

A Bachelor of Social Work or Indigenous Studies Degree is preferred or be willing to consider and pursue post-secondary education.

- Preference shall be given for persons of First Nations or Indigenous heritage who meet the education requirement or who have alternative equivalent education and experience in the opinion of the local director.
- The Restorative Practice Supervisor will have lived experience and in-depth knowledge of the history, policies, culture and demographics of Canada's Indigenous communities.
- A solid understanding of and sensitivity to the experiences of First Nations, Inuit and Métis (FNIM) peoples in Canada, and the impact of the legacy of Residential Schools and the "Sixties Scoop" upon them is essential.
- Three (3) years' experience in a social services organization and/or working as a consultant or traditional resource developing and delivering cultural programs and services.
- Experience working with Indigenous people, organizations, and communities.
- Experience with all four stages of the life cycle within the medicine wheel.
- Knowledge of child welfare service issues at the FNIM and regional level.
- Knowledge of Renfrew County FCS programs and services.
- Respect for sensitivity towards as well as knowledge and understanding of FNIM cultures and traditions.
- Lived experiences and strong knowledge and connection of First Nations, Metis and Inuit culture, tradition and practices.
- Knowledge of FNIM service delivery, customs, and traditions in relation to child welfare.
- Knowledge of the Child, Youth and Family Services Act.
- Acknowledgement and understanding of intergenerational trauma and harm is imperative.
- Strong cultural and circle facilitation skills.
- Excellent interpersonal skills, oral and written communication skills.
- Excellent conflict resolution and problem-solving skills.
- Excellent organizational and time management skills.
- Excellent computer skills with MS Office software.
- Ability to manage multiple priorities.
- Ability to work independently and within a team environment.
- Ability to take initiative, meet deadlines and work flexible hours.
- Ability and willingness to support both traditional and contemporary healing practices.
- Ability to display a positive and helpful attitude.
- Ability to use good judgment in assessing difficult situations.
- First Nations, Inuit and Metis people are strongly encouraged to apply and self identify.

- Ability to guide and support individuals in their desires and efforts to embrace cultural values and traditions.
 - Ability to work with confidential and sensitive information.
 - Ability to understand and speak any traditional language is a definite asset.
 - Preference will be given to Indigenous candidates.
 - Applies anti-racist, anti-ableist, anti-indigenous racism and anti-2SLGBTQIA+ lenses to social problems.