

Leaders

INTERNATIONAL

Executive Search



Social Services Director Tl'etinqox Family Services



The Organization

The Nation, Community and Governance

The Tl'etinqox Government Office (TGO) is one of six communities within the Tsilhqot'in Nation. The word "Tsilhqot'in" translates to people of the Chilcotin River, and "Tl'etinqox" translates to people beside the river. Tl'etinqox is home to over five-hundred on-reserve residents and has roughly two-thousand registered members. Tl'etinqox is located in the Interior of British Columbia, 109 kilometers (1 hours drive) West of Williams Lake.

The people and communities of the Tsilhqot'in Nation are deeply connected to their culture, their language, and their traditions, despite the impacts of colonial policies like residential schools, day schools, and the Sixties Scoop. Traditionally, Tsilhqot'in people had an adoption system that allowed Nation members to be adopted throughout the Nation, but never outside it. Families offered to raise children if parents were unable, and children were gifted to couples that were unable to conceive. Traditional adoptions were open and transparent; children knew who their biological parents were and where they came from. However, things significantly changed through colonization as traditional practices were replaced by a foreign system that dictated the removal of children from communities.

Since then, TGO has made strides towards changing what child and family services look like to the community. The next step is to create their own organization, Tl'etinqox Family Services (TFS), with a focus on local culture and traditions and with the authority to deliver child and family services in place of British Columbia Ministry of Children and Family Development. This is a significant change that will likely take five years to fully operationalize.

Vision

The vision is an autonomous, self-governing agency (TFS), which will incorporate Tsilhqot'in values and worldviews, keep children in community, and address underlying factors by providing supports for families who are struggling.



The Opportunity

Reporting to the Tl'etinqox Government Executive Director, the Social Services Director will be responsible for:

Consultation

The TFS will be the first of its kind for the Tsilhqot'in Nation. As a result, TFS is anticipated to be at minimum a 5-year project, as this is not a common endeavor in Indigenous nations across the province or country. Currently, the TFS is in the early, initiation stages of change. The Social Services Director will oversee all organization and community discussions and consultations.

Implementation

TFS will require a keenly thorough implementation process in order to be successful. Implementation that builds upon action, feedback, and course correction through mass involvement will help sustain the transition and transformation to the TFS and the Tl'etinqox community gaining jurisdiction over the rights of its current and future children in care. The Social Services Director must have experience in strategic planning, operational planning, budgeting, and capacity building in order to successfully build a system that is sustainable.

Monitoring and Sustaining

As the director, there will be a need to focus on the *why* of the transition and monitor all the successes within the organization. There will also be a focus on how many staff are advancing from their current positions and completing required certifications. The Social Services Director will also closely monitor the number of children who can stay within the community or return home with their parents and how many fewer removals are happening. It will also be important to track achievements and ensure that it is highlighted in the project's schedule and used to monitor the project's progress. The Social Services Director will be responsible for leading, supporting and monitoring staff to ensure that every step along the project is accounted for.

The Candidate

The ideal candidate brings a working knowledge and successful track record of leading in a First Nations context. This individual is an empathetic and compassionate leader and strong communicator with proven administrative experience in a social work setting. The Social Services Director can identify and foster talent in others and create a positive, collaborative workplace culture while supporting, motivating, and mentoring their team. The Director is also knowledgeable and aware of the legislation and regulations related to child protection, residential services, and adoption.

They are comfortable in mentally and emotionally stressful situations and are respectful of highly sensitive and confidential issues. The Director must be culturally sensitive, aware, and open to understanding Tsilhqot'in ways of being and doing.



Education and Experience

- Master of Social Work from a recognized and accredited school of social work or equivalent education degree
- Member of the British Columbia College of Social Workers
- 5 years of experience in a manager or supervisor role in child welfare services
- Must be knowledgeable of Tsilhqot'in culture and the Tl'etinqox community
- Must be thoroughly familiar with the relevant legislation, regulations and guidelines related to protection, residential services, and adoption
- Extensive knowledge and a range of methods and techniques in both traditional and contemporary social service work strategies
- Advanced level use of Microsoft Office suite (Word, Excel, and other communication)
- Strong communication skills with internal (staff, Community Commission and Chief and Council) and external (government officials, community members) stakeholders
- Have a favourable criminal record check and vulnerable sector screening
- Willing to work flexible hours



TO APPLY:

This is an exciting leadership role that offers the unique opportunity to become immersed in the culture of the Tl'etinqox community while helping them to grow their operations for further future success. For more details, please contact:

Laurie Sterritt • Partner
Leaders International
Telephone: 778-838-4569
laurie@leadersinternational.com

Joy Beshie • Senior Consultant
Leaders International
Telephone : 613-296-2315
joy@leadersinternational.com

To apply, please submit a PDF Cover Letter and Resume directly to ottawae@leadersinternational.com outlining your interest, qualifications, and experience.

To learn more about Tl'etinqox Government, please visit www.tletinqox.ca

Leaders International specializes in the recruitment of Board of Directors, leadership succession and executive level positions. Our global network, **Penrhyn International**, is a world leader in the executive recruitment industry, with more than 47 offices in over 25 countries on 5 continents.