



SOCIAL WORKER

MUSQUEAM INDIAN BAND, VANCOUVER, BRITISH COLUMBIA

\$80,000 to \$100,000

ABOUT THE COMPANY

On behalf of our client, Musqueam Indian Band, we are actively seeking a Social Worker to join their team! The Musqueam people are traditional speakers of *hən̓q̓əmin̓əm̓* and constitute a robust and growing community, boasting over 1,300 members. Their community is situated on a small portion of their ancestral lands, known as the Musqueam Indian Reserve, located to the south of Marine Drive near the Fraser River's mouth. The name "Musqueam" is intricately tied to the River Plant, known as *məθkʷəy̓*. Passed down through generations, there is a compelling story that explains how they have come to be recognized as the *xʷməθkʷəy̓əm* (Musqueam) - People of the River Plant. Historically, they have moved within their territory, harnessing its abundant resources for fishing, hunting, trapping, and gathering. They have maintained their cultural distinctiveness and resilience despite enduring challenges posed by residential schools, colonial laws that sought to suppress their ceremonies, and other attempts at assimilation. Today, their lands and waters continue to serve as the bedrock of their cultural and economic practices, carrying within them the repository of knowledge and memory, intricately intertwined with their teachings and laws. To delve deeper into the rich heritage and culture of Musqueam, we invite you to visit their official website at www.musqueam.bc.ca

ABOUT THE ROLE

Under the direction of the Manager, Social Development, the Social Worker operates within a collaborative team environment and is responsible for supporting individuals and families in developing skills and accessing resources to enhance their social functioning. The Social Worker provides counselling, therapy, appropriate referrals, and culturally appropriate, holistic social services, programs, and resources to help achieve these goals.

This role also involves assessing and interviewing clients, maintaining accurate and detailed case notes, and building sustainable relationships with children, families, staff, and other professionals.

This position is a new addition to the team, designed to complement the existing staff and current Social Worker.

KEY RESPONSIBILITIES

- Intake new cases in accordance with relevant policies and procedures, including crisis management when necessary.
- Interview clients to assess their situation and determine the types and levels of services required. Interviews may be conducted individually, with families, or in group settings.
- Provide counselling to clients, including one-on-one sessions and group therapy as needed.
- Conduct client assessments, develop case plans, and monitor client progress.

- Perform psychosocial assessments, offer mediation or circle services, and make appropriate referrals as required.
- Direct individuals and families to available social services and community resources to help resolve personal, family, and social challenges.
- Consult with doctors, therapists, medical professionals, and/or conduct case conferencing with the Vancouver Police Department, RCMP, external agencies, or support networks as needed. Advocate for community members and families when appropriate.
- Investigate cases of child abuse and/or neglect and take protective action when required.
- Maintain accurate and detailed case notes and records of all visits, conversations, and other communications.
- Develop and implement an interdisciplinary case management system.
- Build and maintain sustainable working relationships with community members, staff, agencies, schools, law enforcement, and the courts.
- Act as an advocate for clients and perform court-related services as directed.
- Participate in interdisciplinary case management and maintain regular communication with MCFD and other key Musqueam Indian Band staff such as Musqueam Safe Home, Homemakers, Art Therapist, and Outreach Workers, as appropriate.
- Keep the Department Manager/Divisional Lead informed of caseload and follow appropriate reporting procedures.
- Plan assistive programs for clients and support proposal writing and program management as directed by the supervisor.
- Attend scheduled department staff meetings and in-service programs.
- Collaborate with the interdisciplinary team to develop and facilitate addiction support groups and other intervention strategies.
- Provide treatment referrals and post-treatment support to clients.
- Work closely with the Musqueam Indian Band Income Assistance department to ensure clients have access to benefits and remain compliant.
- Assist in establishing community wellness goals and objectives in consultation with the community, staff, and management.
- Organize workshops and campaigns to promote addictions awareness and support addiction-free lifestyles.
- Develop and follow an approved annual work plan.
- Participate in community cultural, recreational, and social programs to model and encourage healthier lifestyles.
- Provide weekly notices to the community (e.g., updates, issue dates, etc.).
- Understand and follow correct reporting procedures for serious or unusual incidents, including client injury or illness, and incidents involving aggression or injury to employees.
- Adhere to freedom of information guidelines and respond to requests for information from clients, the public, business community, and other government agencies.
- Maintain strict confidentiality of all information.
- Engage with political and community leaders to influence programming, secure funding, and support new and existing initiatives.
- Perform other related duties as required.

SKILLS AND QUALIFICATIONS

- Bachelor of Social Work (BSW) from a recognized post-secondary institution (required)
- Master of Social Work or Education (preferred but not essential)
- Valid Social Work designation, license, or registration as required by the province of B.C.
- Minimum of three years of directly related experience (e.g., case management, counselling, crisis intervention, report preparation)
- Previous experience working in a First Nations community and/or organization (strongly preferred)
- Solid knowledge of social service systems and community resources
- Demonstrated skills in client assessment, interviewing, counselling, and mediation
- Understanding of crisis management and ability to respond to life-threatening situations, including suicide prevention
- Cultural competency and knowledge of Musqueam's cultural traditions (an asset)
- Professional, tactful, and diplomatic interpersonal skills
- Ability to work effectively both independently and within a multidisciplinary team
- Strong interpersonal and conflict resolution abilities
- Advanced written and oral communication skills
- Strong organizational, time management, and prioritization skills
- Sound judgment and diplomacy in high-stress/conflict situations
- Professionalism in representing Musqueam Indian Band
- Ability to collaborate with other departments/agencies and contribute input
- Discretion and tact in handling sensitive and complex issues
- Commitment to maintaining confidentiality
- Understanding of First Nations traditional healing methods and willingness to participate in protocols, ceremonies, and practices
- Willingness to participate in job-related workshops, courses, or training
- Valid Class 5 B.C. Driver's License and reliable vehicle
- Successful completion of a Criminal Records Check

WHY WORK FOR MUSQUEAM FIRST NATIONS GOVERNMENT

Become an integral part of Musqueam's community-focused First Nations Government, deeply rooted in the wisdom of its heritage. This permanent, full-time role is based at Musqueam's Health Department, which offers a welcoming business casual environment, maintains a drug- and alcohol-free workplace, and provides access to a community fitness centre and gym.

Employees benefit from a competitive salary, comprehensive group benefits, and a pension plan. The office is centrally located with free parking, scenic nature trails nearby at UBC and along the Fraser River, and easy access to a variety of shops, restaurants, and services - creating a dynamic and supportive work setting.

Musqueam's success as a leading First Nations Government is built on the traditional teachings of its people, and the initiative and dedication of the Musqueam Indian Band. We are proud to offer a highly engaged, member-focused traditional government.

Highlights:

- Competitive salary
- Training and career development opportunities
- Business casual environment
- Access to community fitness centre and gym
- Comprehensive group benefits and pension plan
- Free parking and proximity to nature trails, shops, and services

This is a permanent full-time position (35 hours/week), with regular hours from 8:30 AM to 4:30 PM, Monday to Friday, including a one-hour lunch break. Occasional evening or weekend availability may be required to respond to critical incidents. While the role is highly rewarding, it may involve periods of elevated stress or pressure.

If you're interested in learning more about this opportunity, please forward your resume to Daniela San Pedro at MNP. We thank all applicants for their interest; however, only those selected to move forward will be contacted. Preference will be given to Musqueam community members, though all qualified candidates are encouraged to apply.

In accordance with Section 41 of the BC Human Rights Code and Section 15 of the Canadian Charter of Rights and Freedoms, preference may be given to qualified candidates with Aboriginal ancestry.

Please submit your application through MNP's official process and avoid making speculative approaches to MIB or its staff members, as such approaches will not support your application.