



Job Description

Family Resilience Worker

BRIEF OVERVIEW

Reporting to the Family Wellness Program Manager, the Family Resilience Worker provides direct support to children and families within the Family Wellness Program at Xat'sūll First Nation. This position plays an important role in strengthening family relationships, promoting healthy parenting, and reducing barriers to services. The Family Resilience Worker works collaboratively with the Family Wellness team, the Health and Wellness teams, Social Development, and external service providers to ensure families receive wrap-around support. This position emphasizes prevention, cultural connection, and family-centered advocacy to help families navigate challenges and access the resources they need to thrive.

KEY RESPONSIBILITIES

The Family Resilience Worker is responsible for the following key functions.

Direct Family Support and Advocacy :

- Provides direct support to families by conducting home visits, providing regular check-ins, and supporting goal setting.
- Advocates for families and helps them access resources and supports within the Nation and through outside agencies.
- Assists families in addressing barriers such as housing, transportation, parenting challenges, and mental wellness needs.
- Supports families in navigating the child and family services system, in collaboration with the Family Wellness Program Manager.

Prevention Programming and Parenting Support:

- Supports the delivery of prevention programs that strengthen parenting skills, build family resilience, and improve family functioning.
- Works with the Program Manager to identify families for program participation and ensure appropriate follow-up.
- Collaborates on group programming, cultural gatherings, and workshops that promote family connection and well-being.

Collaboration and Wrap-Around Services:

- Works in close coordination with other XFN departments, including Health, Wellness, and Social Development, to ensure holistic care for families.
- Attends team meetings, case conferences, and planning sessions to support integrated service delivery.
- Develops strong working relationships with outside organizations, including schools, health care providers, and community agencies.

Cultural and Community Engagement:

- Incorporates Secwepemc culture, traditions, and values into service delivery and prevention efforts.
 - Connects families to traditional healing services, including working with Elders, and facilitate cultural support and community events.
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- Participates in community and cultural events that promote wellness, healing, and family unity.

Administrative and Reporting Duties:

- Maintains accurate and up-to-date case files, progress notes, and other necessary documentation.
- Ensures all actions and documentation meet Nation standards, privacy laws, and program guidelines.
- Provides updates and data to the Program Manager to support program evaluation and reporting.

Other duties as assigned/required.

COMMUNICATIONS / CRITICAL SKILLS	FOUNDATIONAL KNOWLEDGE
<ul style="list-style-type: none"> • Demonstrate the ability to problem-solve, multi-task, and set priorities effectively under deadlines. • Builds Trust and interacts respectfully in a non-judgmental manner. Models the values of the organization and demonstrates integrity in all actions. • Identify and foster relationships with community healers and resource people. • Develop advocacy recommendations for families in need of additional support. • Promote equitable access to quality, culturally appropriate health services for all families. • Excellent communication skills, both orally and in writing. • Ability to build and maintain strong relationships with families, community members, and service providers/ external partners to ensure the success of wellness and prevention programs and actively works to address the community's evolving needs. • Applies trauma-informed approaches to support families, recognizing and addressing the impact of trauma on family dynamics and individual well-being, and creating a safe environment for healing and growth. • Maintain confidentiality and sensitivity in all interactions with families and community members. • Operates as part of a team and is flexible with ability to resolve conflict. • Maintains open and professional communications with co-workers, leadership and all others who do business with Xat'sull First Nation. 	<p><u>Required:</u></p> <p><i>Indigenous Perspective</i></p> <ul style="list-style-type: none"> • Knowledge of Secwepemc culture and traditions. • Understand and incorporate traditional healing practices and Secwepemc cultural values into services. • A minimum of 2 years working in First Nation Communities & organizations. • Knowledge of the Child, Youth, and Family Services Act and prevention best practices. • Knowledge of best practices as it relates to the wellness (mental, emotional, physical, and spiritual) of Indigenous People. <p><i>Western Ways</i></p> <ul style="list-style-type: none"> • Diploma in Social Services, or a related field. • 1 to 2 years of experience in delivering prevention programs or family support services. • Proficiency in using Microsoft Office Suite. • Emergency First Aid Level 1 and Food Safe certification (or willing to obtain). • Must have a valid driver's license (BC Class 5) and satisfactory driving record. • Criminal records check (vulnerable sector). <p><u>Preferred:</u></p> <ul style="list-style-type: none"> • Experience in community development. • BC class 4 driver's license. • Knowledge and appreciation of working in service of Truth and Reconciliation with Indigenous Peoples.



LEVELS of INFLUENCE (DECISION MAKING & IMPACT)	WORKING CONDITIONS (MENTAL, PHYSICAL & ENVIRONMENTAL DEMANDS)
<p>4 Levels of Influence:</p> <ul style="list-style-type: none"> Influence or Indirect Responsibility to Policy/Program(s)/Engagement <p><u>Decision-making:</u></p> <ul style="list-style-type: none"> Frequency: Medium Complexity: Medium <p><u>Impact:</u></p> <ul style="list-style-type: none"> Reach: Organization-wide plus External. Significance of errors: Potential for substantial negative impact to the organization, including relational impacts/image, staff retention within team/department, etc. 	<p><u>Mental:</u></p> <ul style="list-style-type: none"> Dealing with tight timelines/competing priorities/budget constraints. Dealing with highly sensitive situations, crisis management and conflict resolution. Making difficult decisions that may have impact on others. <p><u>Physical:</u></p> <ul style="list-style-type: none"> Work long hours using computer. Lifting up to 10 - 50 lbs. Work may include standing, sitting, crouching, kneeling, bending, and/or walking. <p><u>Environmental Conditions:</u></p> <ul style="list-style-type: none"> Work is performed primarily in office and in community. Flexible hours are required, with some evenings and weekends. Occasional travel is required.

Job Title: Family Wellness Resilience Worker	Job title External (if different): Family Support Worker
Reports to: Director of Community Services	Pillars/Programs: Community Services
Direct Reports: 0	Date: June 2025
Overtime Eligible: Yes	Expected Travel: 10% - 20%
Financial Scope: 0	Location: Community Services Building - 3405 Mountain House Road Williams Lake, BC V2G 5L5

SIGNATURES: I have read, understand, and acknowledge receipt of this job description.

Date: _____ Employee Name: _____ Signature: _____

Date: _____ Employer Rep: _____ Signature: _____

