



Family Services Senior Leader (PPC Parenting)

Why Work for BGCVIC? You want to make a difference in the lives of others and you want meaningful work. You love collaboration, problem-solving, and a team approach to work with parents and children. You thrive on change, lead by example, and create engaging teams that deliver positive results that make an impact!

If This Sounds Like You...Read On...

Boys & Girls Club of Greater Victoria's Mission is to provide safe, supportive places where children, youth and families experience new opportunities, overcome barriers, build positive relationships and develop confidence and skills for life. We provide social, recreational and developmental services to children, youth and their families that support all aspects of our Mission.

The Agency supports practice through a trauma-informed lens, placing a priority on participant safety, choice, and self-determination. We encourage creativity and leadership and make space for staff to develop and implement programming in collaboration with participants and their co-workers. Our programs are approved by the Commission on Accreditation of Rehabilitation Facilities (CARF).

Position Summary

The Family Services Senior Leader, (internally known as a Professional Practice Coordinator) is responsible for the safe and effective provision of programming and service delivery in their program portfolio of parenting programs, including planning, implementation, risk management and supervision of staff and volunteers. Parenting Programs include Youth Prenatal Parenting Program (our young mothers program) [BGCVIC YP3 Program](#) and our nationally-endorsed parenting support groups for parents of pre-teens and youth grounded in a facilitated peer support philosophy using evidence-based curriculum.

This position requires a well-developed understanding and a commitment to anti-oppression work and intersectionality. The Family Services Senior Leader is familiar with colonialism, especially as it applies in Canada and understands the impact of the residential school system. This position is committed to working with pre and peri natal young women who are struggling with substance use and or mental wellness. The Family Services Senior Leader understands and is comfortable working in a harm reduction environment while supporting women who choose abstinence; understanding that abstinence is just one option for women struggling with substance use.

The Family Services Senior Leader coaches and mentors staff in their professional practice while delivering programming through a trauma informed lens, placing priority on participant safety, empowerment and capacity building. As a key leader in the Agency, the Leader demonstrates the active pursuit of intentional strength-based practice with a relentless focus on achieving positive outcomes with participants. The Family Services Senior Leader leads by example adopting the Agency's Core Values and Code of Ethics to guide decision-making and professional behaviour.

Duties and Responsibilities

- Practices a relational approach to engagement
- Accepts a client directed definition of family in the application of service
- Works in-program as an active team member, role modelling and supporting quality program delivery and best practices
- Leads with an understanding of quality, equity and an analysis of power
- Applies collaborative decision-making, transparency and confidentiality



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- Skillfully facilitates conflict resolution
- Facilitates referral and intake process for YP3 program and supports Parenting group annual calendar
- Participates in the recruitment and orientation of new YP3 Care Families
- Leads the adoption of a mindset and practice of intentionality in program implementation and service delivery maximizing opportunities for participant success and program impact
- Provides Clinical Supervision and support with a view to develop competencies
- Understands the consequences of substance use for women including physiological, mental health, family dynamics, parenting/mothering, interpersonal relationships, education and vocation, psychological, social, cultural and spiritual



- Demonstrates thorough knowledge of addictions and related issues, including interconnections between trauma, mental health and substance use, and gender specific differences in substance use
- Demonstrates understanding of Stages of Change, Harm Reduction and Relapse Prevention
- Reviews, monitors and measure program and service delivery objectives against contract deliverables
- Reviews new participant referrals/registration and screens for program eligibility
- Recruits, completes Work Plans, Performance Reviews and Learning & Development Plans for direct reports
- Monitors and maintains budget allocations and financial controls recommending alternative expenditure options to ensure alignment
- Prepares and monitors staff schedules
- Participates as Agency brand champion at community events, committees and other official functions
- Contributes to an inventory of Social Media content to support Strategic Plan brand engagement priorities

Qualifications

- Undergraduate Degree in Social Work or directly related human services field or equivalent combination of education, training and experience
- Extensive experience in a formal leadership role in a related field
- Cultural humility training
- Extensive experience providing trauma informed clinical supervision support
- Demonstrated understanding of the issues, concerns, challenges that women and children encounter when experiencing or leaving abusive situations
- Understands the cycle of violence, the extent and prevalence of violence against women and the socio-economic and political reasons for its existence
- Strong understanding of the impact of trauma and the ability to work within a trauma-informed framework
- Recent experience in a comparable position involving crisis intervention and counselling work with youth, parents and/or pre/perinatal women
- Sound working knowledge and strategies applied along the Family Life Cycle
- Effective verbal, written and presentation/group facilitation skills
- Clean Criminal Record Check
- Reliable transportation

Assets

- Knowledge of and experience working in an accredited program environment
- Motivational Interviewing competency
- Knowledge of community programs and resources
- Extensive group facilitation skills
- Lived experience



Position Terms:

- **Wage:** \$54,600-\$63,700
- **Status:** Full-Time, Permanent
- **Hours:** 35 Hour per week, shift schedule is based on programming needs
- **Expected Start Date:** As soon as possible
- **Benefits:** Extended Health coverage including dental, prescriptions, optical, life insurance, critical illness, long-term disability
- **Opportunities:** Professional Development
- **Temporary Housing:** 3-month temporary housing may be available if a move to Victoria is required to join our team

To Apply

- Please submit your resume and cover letter to employment@bgcvic.org, clearly demonstrating how your experience and qualifications meet our requirements
- In the email subject line, clearly state the name of the position you are applying to
- Please use our tagline “*Opportunity Changes Everything*” in the first line of your cover letter
- The job posting will remain open until the position is filled
- We thank all who apply. Only shortlisted candidates will be contacted

Important Note Regarding COVID-19

- This is a front-line position working in direct contact with youth, and it is considered safe according to governmental guidelines for pandemic outbreaks.
- As an organization we are taking the necessary precautions and adhering to all Provincial Health Services Authority (PHSA) recommendations on sanitization, mask wearing and social distancing in close proximity.
- Please do not apply if you are at risk with underlying health concerns or have your own personal concerns regarding social distancing that go beyond the PHA’s recommendations as we cannot accommodate while adhering to governmental directives

Boys & Girls Club of Greater Victoria acknowledges the Lkwungen, WSÁNEĆ, T’Sou-ke, MÁlxeł and Scia’new people, whose traditional territories we live and work upon each day.