

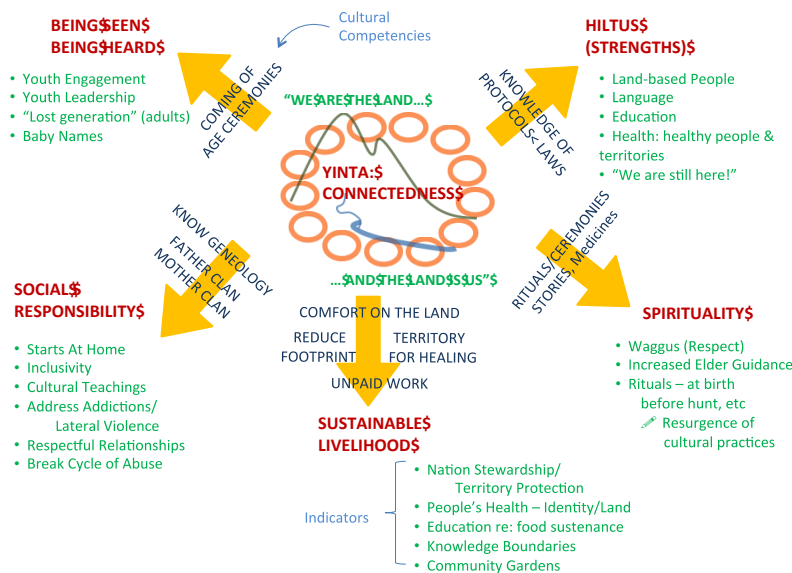
**ANABIP Frontline Worker Job Description – Outreach Positions:
Prince George, Burns Lake, Vancouver
(REVISED December 2018)
Competition Closing Date: January 4, 2019**

Program Summary: The ANABIP program focuses on providing both **practical and cultural interventions** to support Wet’suwet’en families. The ANABIP team provides direct services to individual children, youth and families as well as facilitates community wellness activities and camps. ANABIP provides practical interventions (i.e. “meets clients where they are at”) with the purpose of leading to cultural interventions. Many children, youth and families in need are also the most culturally disconnected. ANABIP’s work focuses on closing that gap so that children, youth and families can build resiliency by becoming culturally stronger. The ANABIP program provides intensive supports to children, youth and families involved and/or at risk of becoming involved with MCFD child protection to develop culturally-grounded solutions in order to manage risks, facilitating house group/Clan decision making processes, and providing trauma-informed opportunities for healing and wellness. The ANABIP program is a practice application of the Wet’suwet’en Wellness Working Group, which has developed the Wet’suwet’en Holistic Wellness Conceptual Framework (see below).

Position Summary: By utilizing the Wet’suwet’en holistic wellness conceptual framework, the ANABIP Frontline Worker is responsible for providing direct services to individual Wet’suwet’en children, youth and families as well as facilitating Wet’suwet’en community wellness activities and camps.

Reporting Relationships: The ANABIP Frontline Worker receives oversight from the Wellness Working Group and reports directly to the ANABIP Co-Coordinator.

Wet’suwet’en Holistic Wellness Conceptual Framework



PRIMARY RESPONSIBILITIES: By utilizing the Wet'suwet'en holistic wellness conceptual framework, the ANABIP Frontline Worker is responsible for:

- Responding to referrals, collaborating with people and organizations that make referrals;
- Work with cultural experts to ensure Wet'suwet'en cultural protocols guide and inform direct service;
- Addressing complex, high-risk protection needs of Wet'suwet'en families where children are at significant risk of harm due to multiple risk factors;
- Providing home based multiple component interventions designed to prevent child out-of-home placement and reduce risk for child maltreatment by helping family members alter behaviors that have created or sustained risk factors;
- Supporting, Assessing, Planning, Creating, Implementing and Reviewing Family/Individual Wellness plans;
- Providing and maintaining supports for referred children, youth and families including counseling, conflict management, and advocacy on behalf of clients to other organizations;
- Providing culturally appropriate group and/or individualized parent education including Wet'suwet'en-specific traditional parenting approaches;
- Engaging in and promoting Wet'suwet'en cultural practices (i.e. Wet'suwet'en Governance System, Food Harvesting, Chief and Clan member social responsibilities)
- Engaging House Groups to be involved in creating and supporting wellness plans and cultural reconnection;
- Providing practical interventions including home visits, transportation, and supervised visits;
- Attending court regarding CFCSA court proceedings, providing advocacy and cultural recommendations;
- Maintaining accurate file documentation using the ANABIP file management system;
- Facilitating group projects as assigned (i.e. youth engagement, women's empowerment, men's wellness, Elder's gatherings, etc.) including preparing planning documents (work plans) and final reports after the events are concluded;
- Being a spokesperson for the ANABIP program – providing presentations at meetings and community gatherings and making paybacks in the Feast Hall.

QUALIFICATIONS:

Knowledge & Experience:

1. **Wet'suwet'en Cultural Education:** Demonstration of cultural knowledge of the governance system, language, cultural protocols for caring for children/youth, and food harvesting experience. The successful applicant must be an active participant in the Feast Hall and demonstrate a commitment to life-long cultural learning. One cultural reference is required
2. **Western Education:** Indigenous Focusing-Oriented Therapy and Complex Trauma (IFOT) Certificate Training (Justice Institute); Undergraduate degree in social work/health/education or related field is preferred; human/social/health/education or related field Diploma with a minimum of 2 years

relevant work experience **OR** a minimum of 4 years relevant work experience with educational requirements actively being completed. Knowledge of organizational processes such as MCFD, Ministry of Education, and Northern Health as well as clinical practice models is an asset.

Skills & Abilities: The successful candidate can work independently and also in a team environment, is able to set healthy boundaries, take calculated risks, engage in reflective practice, take personal responsibility for wellness, and promote/support the overall wellness of the Wet'suwet'en.

Personal Qualities: Empathic, resourceful, flexible, team player, accountable, creative, innovative, and a positive role model in community regarding Wet'suwet'en wellness.