



Big Bear Child & Youth Advocacy Centre (CYAC)

Position Title: Big Bear CYAC Family Advocate (This is 1 year Pilot position during Phase 1 of Big Bear CYAC development - SCAN Clinic. With possibility for extension).

*** Only those short-listed will be contacted**

Position Description:

Working within a CYAC model, the Family Advocate is part of a community movement that responds to child maltreatment. The Family Advocate is focused on the children/youth and families and acts as a liaison to the investigative teams which may include Child Protection, Police Services and the Suspected Child abuse and Neglect (SCAN) Clinic. The Family Advocate is intended to be a consistent support for children and family throughout the various investigation processes. This may include attending police or protection interviews, SCAN Clinic appointments and court proceedings etc. The Family Advocate will work closely with SCAN, Police Services, Crown Counsel and Child Protection. Service with children and families initiates at the beginning of the investigation phase, continues throughout the investigation and any legal proceedings then concludes once the children and families are firmly connected with appropriate community resources.

Big Bear CYAC is working on intensive community development to create interagency practise protocols to best serve children and families who are undergoing child maltreatment investigations. The Family Advocate will participate in interagency practise protocols established. This will include regular interagency meetings to view cases, working collaborative with (and sometimes at) the SCAN Clinic and travelling to meet children and families where they are at.

The Family Advocate will provide crisis intervention, implement screenings tools (risk/safety/suicide and trauma assessments), planning/rehearsing coping strategies and will serve to support and answer questions about the investigative process, court process and healing support options. The Family Advocate will monitor and maintain the case logistics, tracking of all cases and will be the 'link' for families when needing information about their case. The person in this position will be involved in coordinating intervention services, identifying any barriers that may prevent any one in the family from receiving services, bridging with support healing services and advocating for immediate service implementation. A major role of the Family Advocate is to facilitate referrals, as needs are identified by the child/youth/family and the multidisciplinary team, and to keep up-to-date information about the waiting lists for those referrals.

When the Family Advocate is not needed at the SCAN Clinic with children, youth or families, the other work requirements will be completed at the Big Bear CYAC office. This position works closely with others in the criminal justice system, including RCMP, Child Protection, Crown Counsel.

Duties and Responsibilities of the Position:

Duties and responsibilities include, but may not be limited to the following:

- Maintain strict standards of confidentiality (except when required to report to RCMP/Child Protection Services);
- Work collaboratively with SCAN Coordinator - direction of work where SCAN is involved to be given by the SCAN team;
- Coordinate with Victim Service workers that may be working with the child/youth and family (i.e. Community-based and RCMP-based Victim Service workers, SART and Domestic Violence Response Team)
- Make initial contact with the family once an investigation has commenced and to answer any preliminary questions they may have regarding interview and/or medical exam is scheduled;
- Preparing children and families for their investigations that may include SCAN, police and child protection - using clear and age-appropriate information to alleviate fears and misconceptions;
- Establish contact with and provide support to children/youth and their families at the interview and/or medical exam - Planning and rehearsing coping strategies to help reduce anxiety and enhance cooperation with the MDT team that come to the SCAN Clinic;
- Provide crisis intervention for children/youth and their families referred to them by law enforcement on those cases that do not involve a Child Protection worker;
- Implement Screening tools (safety/risk/suicide and trauma assessments of the family members and develop and recommend a safety plan for the child/youth and family);
- Educate non-offending parents/caregiver(s) about sexual abuse, physical abuse, neglect, witnessing family violence and the various systems that may become involved with their family;

- Answer any questions related to the investigative process and provide feedback to the assigned Child Protection Worker and/or law enforcement officer;
- Help parents/caregivers recognize the needs of their child;
- Communicate with other professionals involved with the client/case as necessary;
- Liaises with members of the interdisciplinary team and observes, records and reports relevant information on child/youth's behaviour, development levels and individual needs;

Education/Experience:

- Maintain contact with child/youth and their family throughout the investigation and prosecution;
- Assist/bridge the child/youth and family in accessing services recommended to them by the MDT team and by learning what the child/youth and family want for healing support;
- Court preparation is not part of the Victim Service Family Advocate's role. (Referred/arranged with Community-Based Victim Service worker);
- Attend court proceedings with the child/youth and family at their request and be available as a witness in court as required;
- Monitor and maintain the case logistics, tracking of all cases and will be the 'link' for families when needing information about their case;
- Assist with obtaining prosecution outcomes and keep families informed about status of criminal proceedings and provide support as needed;
- Work with Big Bear CYAC evaluator/data collection and provide data as requested;
- Attend case review with MDT and follow through with and recommendations of the team that would require the services of a Family Advocate;

- Meet with Big Bear CYAC Coordinator/Director when requested; other duties may be assigned;

Please submit your resume clearly demonstrating how you meet the following qualifications:

- Master's preferred, but minimal post-secondary degree in Social work, Psychology, Child and Youth Care, Child Development, Special Education/Family Studies or related discipline;
- Demonstrated experience providing client-centered, trauma-informed and culturally safe crisis intervention with children/youth;
- Demonstrated experience providing advocacy for and working with vulnerable populations;
- Experience providing information, coping strategies, empowerment skills and support to victims of crime;
- Experience or course work indicating knowledge of the Justice system, court processes and legislation;
- Demonstrated experience working with First Nations and Metis individuals and providing culturally informed support (Both on and off reserve experience would be an asset);
- Registration with an applicable association an asset;
- Desired Knowledge, Skills and Suitability;
- Experience/knowledge of mental health issues, particularly children, youth and their families that have experienced maltreatment;
- Experience/knowledge of health services for children/youth who have experienced maltreatment (knowledge of medical procedures and terminology an asset);
- Demonstrate knowledge for the behaviour/stages of child development;
- Demonstrated knowledge and understanding of ACE;
- Demonstrated ability to deliver culturally safe service and commitment to building individual cultural awareness;
- Ability to provide professional case management from a victim-centered lens;
- Ability to implement client-centered, trauma-informed and culturally safe screening and assessments;
- Ability to work independently and as part of a team;
- Ability to work in a professional manner with members of many other agencies;

- Understanding for the dynamics of families where abuse and/or neglect is occurring;
- Knowledge of support programs and community resources;
- Ability to analyze and evaluate the outcomes related to the provision related to families who accept advocacy services as compared to families who may not;
- Excellent oral and written communication skills;
- Good computer skills;
- Ability to balance professional ethics and personal boundaries;
- Ability to analyze and evaluate child/youth/family's desire for support/healing services in comparison to community resources and barriers that prevent families from receiving prompt and/or immediate service
- Sensitivity and awareness for diversity issues (including and not limited to, LGBTQ..., disabilities)

The person in this position must have a home phone, reliable transportation, valid driver's license, must pass an extensive criminal background check, demonstrate passion towards the continued development of the Big Bear CYAC and be very willing to provide feedback/information that will benefit data/evaluation collection for the Phase 1 Pilot Project. This person must be comfortable with dogs and be willing to participate in canine support training and work with the service dog if situation arises.

Work Schedule:

The person in this position will be required to work flexible hours based on the needs of the Phase 1 of the Big Bear CYAC development - SCAN Clinic. The schedule will be set in collaboration between candidate and Big Bear CYAC Coordinator/Director (on behalf of Big Bear CYAC Advisory Committee) and will reflect a 35 hour work week.

Compensation:

The Family Advocate will be paid on a 1 year contract that will be commensurate with skills, experience, quality of work, and community standards. (\$27 - \$32 / hr.)

Supervision:

The Family Advocate will be supervised by the Big Bear CYAC Coordinator/Director.