



**Toquaht  
Nation**

## **EMPLOYMENT OPPORTUNITY - Family Support Worker**

(Permanent Full Time)

### **About Toquaht Nation**

Toquaht Nation is a self-governing modern treaty nation situated on the West Coast of Vancouver Island in Barkley Sound. Known as the *tuk'waaṭath* (Toquaht People), we are a resilient community dedicated to the development of our Nation. We strive to honour the teachings of our ancestors and safeguard our *ḥaḥuufi* (traditional territory).

Toquaht envisions a healthy community where *masčim* (citizens) can fulfill their social, spiritual, and economic needs. Guided by our ancestors and rooted in our traditions, we draw strength from our connection to our guiding principles:

- *hišukma čawaak* – Everything is one
- *qwaaṭaḷim čawaak* – How we are one
- *ṭuuṭaṭuk* – Taking care of one another
- *ṭiisaak* – Highest respect

### **Position Summary**

The Family Support Worker (FSW) is a prevention-focused role dedicated to early intervention, family strengthening, and reducing the likelihood of children entering or re-entering foster care. Reporting to the Child and Family Wellness and Mental Health Outreach Supervisor, the FSW works alongside Toquaht children, youth, and families to identify vulnerability early, strengthen protective factors, and build the capacity families need to thrive before crisis takes hold.

Grounded in Toquaht *ḥaḥuupacamis* (teachings), the FSW applies a strengths-based, trauma-informed, and culturally safe approach to support parenting capacity, promote child safety, and walk alongside families during times of transition and healing. This is a direct, non-clinical, community-based role. The FSW offers practical support that honours each family's lived experience, cultural identity, and individual strengths, building trust and connecting families with the right support at the right time.

### **Major Areas of Responsibility**

#### ***Family Support and Prevention***

- Provide in-home and community-based support to families experiencing vulnerability, with a focus on early intervention and preventing children from entering or re-entering care
- Strengthen parenting capacity, support attachment and stability, and promote child safety and developmental well-being
- Model effective parenting strategies using coaching and reflective practice
- Assist families in identifying and accessing programs and services through the Nation and broader community

#### ***Child Safety, Reunification, and Youth Engagement***



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- Support families to meet child safety expectations and prepare for children returning home from care
- Observe family dynamics and child well-being, identifying progress and risk indicators
- Provide relationship-centred support to youth experiencing increased vulnerability, building trust and encouraging positive identity, belonging, and connection
- Identify early indicators of risk and share timely observations and recommendations with the Supervisor

### ***Mental Health, Addictions, and Continuity of Care***

- Support families in accessing and following through with mental health and addictions services
- Assist with practical continuity of care while maintaining clear boundaries between supportive and clinical practice

### ***Documentation and Professional Practice***

- Maintain high-quality case notes grounded in professional observation
- Provide timely feedback and recommendations to the Supervisor
- Practice in alignment with social work ethics, cultural humility, and professional standards

## **Qualifications and Experience**

### **Required**

- Bachelor's degree in Social Work (BSW), Child and Youth Care, or a related human services discipline (e.g., Diploma or Degree in Indigenous Human Services)
- Experience providing direct family support in child welfare, family preservation, or community-based settings
- Strong understanding of child safety, trauma-informed practice, and family systems
- Valid First Aid/CPR certification (including Naloxone training where available)
- Non-Violent Crisis Intervention (NVCI) or equivalent de-escalation training
- Food Safe Level 1 or equivalent

### **Preferred**

- Experience working with Indigenous families and communities
- Training in parenting support, family preservation, or reunification models
- Mental Health First Aid, ASIST or safeTALK, or Indigenous Cultural Safety training

### **Knowledge and Abilities**

- Knowledge of Toquaht (or Nuu-chah-nulth) culture and protocol
- Ability to work within defined role boundaries and under professional supervision
- Strong documentation, communication, and professional judgment



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- Ability to maintain strict confidentiality and handle sensitive matters with tact and professionalism
- Good knowledge of the vision and values of Toquaht Nation

### **Operational Requirements**

- Must complete a satisfactory Criminal and Vulnerable Sector Records Check
- Valid Class 5 BC Driver's License and reliable vehicle
- Flexible hours required, including occasional evenings or weekends
- Travel required between Macoah, Port Alberni, and other locations across Vancouver Island
- Understanding of and respect for the culture and heritage of First Nations Peoples

### **What We Offer**

Toquaht Nation Government is pleased to offer a generous compensation package which includes:

- Wage is \$32.88/hr based on 37.5 hours per week
- Extended health and benefits plan (Employer paid)
- Pension plan (5% Employee, 8% Employer)
- 3-weeks vacation plus paid time off over the Christmas holidays
- 15 observed statutory holidays
- 15 days of wellness leave annually
- Professional Development opportunities

### **To Apply**

We invite qualified applicants to submit a resume and cover letter to [careers@toquaht.ca](mailto:careers@toquaht.ca), with the position title in the subject line. Please apply as soon as possible, as we will be reviewing on an ongoing basis. We appreciate all applicants for their interest in working with Toquaht Nation, however only those selected for an interview will be contacted.

A full job description is available upon request.

Persons of Indigenous background will be given preference. S16(1) CHRA

This position is open until filled.