



**Career Opportunity  
Band Designate  
Closing date: February 8, 2024**

**General Description:**

Under the direction of the Director of Operations, the Band Designate acts on behalf of the Band to ensure where possible, children remain in their community and families receive culturally appropriate services.

A Band Designate can play an important advocacy role within the current provincial child welfare system. The purpose of the Band Designate is to ensure children who are members, or eligible to be members of the Band, who are involved with the child welfare system, can exercise their right to their culture and community. The intent of the Band Designate is to assist the Band in responding to Notices to Band and to assist families navigate the services required to address any child protection concerns. The Band Designate may act as an advocate, a resource and a navigator for children and families in our community.

**Responsibilities:**

- Assist in responding to all Notices to the Band for their band member children taken into care.
- Attend court proceedings and provide submissions to the court on behalf of the Band to identify community resources, customs and supports for children and their families, as required.
- Explain the child protection process in Nova Scotia and how it is different for Mi'kmaw children and families, in plain language.
- Assist in the identification of culturally appropriate guardian ad litem candidates for the court.
- Assist families in the identification and navigation of culturally appropriate resources, services, programs and training available in the community to the child and family to address the child welfare concerns.
- Educate those who may be involved with the child welfare system about community-based culturally appropriate services and resources available to support families, such as customary care and customary adoptions.
- Hosting community sessions and/or workshops to support prevention of child welfare intervention in the community.
- Identify families at risk of intervention and provide prevention support where possible.
- Help identify and bring forward the community history and knowledge, such as the systemic barriers and factors that may affect the community and its members, when appropriate.
- Identify community Elders or other culturally appropriate service providers who can participate in child welfare proceedings, provide healing opportunities or traditional parenting supports.
- Identify cultural activities and events held by, and within the community.
- Assist in the development of Cultural Connection Plans.
- Provide reports on community resources, gaps and recommendations to improve community services in the area of supporting children and families within the community; and
- Work with Agency social workers regarding the provision of traditional parenting supports for families to address identified risks.
- Other related duties as determined by the supervisor.



### Qualifications:

- Possess a recognized diploma or certificate in social services or a related field.
- A combination of comparable, relevant and recent education and experience will also be considered.
- Must possess excellent organizational and time management skills.
- Must be able to maintain a very high degree of confidentiality.
- Highly motivated with exceptional advocacy skills.
- Possess critical knowledge of the Children and Family Services Act (Nova Scotia).
- Ability to work with clients, families, Mi'kmaq community service providers, government agencies, Courts, and other organizations.
- Strong computer skills with experience using word processing software.
- Able to resolve conflicts and problem solve.
- Ability to work effectively under pressure and in stressful situations.
- Ability to prepare written reports as required.
- Willing to work flexible hours and travel with minimal notice.
- Must possess a valid driver's license and vehicle.
- Must provide a Criminal Reference Check and Vulnerable Sector search; and

### Benefits:

This position comes with a variety of benefits including health, dental, disability and life insurances, an employee & family assistance program and employer pension plan.

**Please apply with a resume, cover letter, criminal records check and three work references to:**

**Human Resource Manager**

**Email [employmentapplication@sipeknekatik.ca](mailto:employmentapplication@sipeknekatik.ca)**

**Or**

**Mail/drop off: 522 Church Street, Indian Brook, NS B0N 2H0.**

**This work description has been designed to indicate the general nature and level of work performed by employees in this classification. It is not defined to contained or be interpreted as a comprehensive inventory of all duties, responsibilities and qualifications required of employees assigned to the job.**

*We are an equal opportunity employer; however, qualified Aboriginal applicants will be given priority in accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission. The Band will not assume any expenses related to any job application process, included but not limited to travel, relocation, and application development. Please note certain positions come with mandatory employee benefits. **Only those applicants who qualify for an interview will be contacted.***