



Victoria Native Friendship Centre  
Internal/External Employment Opportunity – 1 FTE



# Clinical Supervisor

Operating from an Indigenous world view, the Clinical Supervisor will provide coaching and clinical supervision to Team Leaders who provide community outreach/programs for families, youth and children who may or may not be involved with MCFD or other government agencies. The Clinical Supervisor will carry out a variety of duties and work as part of the Management Team reporting directly to the Executive Director and/or Assistant Executive Director. The Clinical Supervisor will assist in the efficient operations of the daily programs and service activities of the various Teams. For more information about the Victoria Native Friendship Centre please see our website at [www.vnfc.ca](http://www.vnfc.ca).

**DUTIES:** (include the following and not limited to)

- The Clinical Supervisor provides clinical supervision and support to Team Leaders of the Social and Health Programs of VNFC. This may include teams such as Health, Family Violence and CEER.
- Participates in weekly Team Leader/Management meetings.
- Carries out supervisory responsibilities in accordance with the organization's policies and applicable laws.
- Providing leadership and support to front line staff regarding their caseloads and daily activities in the absence of a Team Leader/Supervisor.
- Promotes the philosophy of the VNFC to the larger human service community.
- Ensures that programs are delivered in accordance with stipulated services outlined in applicable funding contracts.
- Ensure a positive team/work environment for Team Leaders.
- Supports Teams when needed in their required monthly/quarterly reports using statistics collected from staff; provide annual reports to the funding sources; submit reports, statistics to sponsoring organization, as required.
- Assisting with the interviewing, hiring, training and performance appraisals of Team staff.
- Addressing complaints and resolving problems where appropriate.
- Contributes to a positive work environment and does not engage in lateral violence or other destructive behaviours.
- Works from a strong Indigenous cultural foundation or Indigenous world view and promotes family centered practice.

**KNOWLEDGE, SKILLS AND QUALIFICATIONS:**

- A Masters of Social Work (MSW) or Master of Arts (MA) Clinical Psychology; and demonstrated experience in child and family services with at least 3 years providing individual/family support/counseling; and/or an equivalent combination of education and experience.
- At least two (2) years crisis intervention experience a benefit.
- Prior supervisory and management experience a benefit.
- Excellent oral and written English skills.
- Experience in facilitation and interpersonal communication skills.
- Sound knowledge of Child, Family and Community Services Act and other relevant acts and statutes.
- Ability to implement the philosophy of integrated case management/wraparound client service.
- Knowledge of Aboriginal healing practices, ceremonies, values and beliefs.
- Ability to provide mediation and intervention with both staff and clients.
- Solid assessment skills including those required for good case management.
- Demonstrated teamwork, leadership and supervisory skills.
- Tact, sound judgment, good skills in handling complex interviews.
- Excellent time and general management skills.
- Experience with MS Office, Outlook and SharePoint.
- Must provide Vulnerable Sector Criminal Record Check (form can be located at <http://www.pssg.gov.bc.ca/criminal-records-review/>)

**HOURS:** Monday to Friday (28 - 35 hours/week)  
**SALARY:** \$32.00/hour; extended benefits plan  
**COMMENCES:** January 2019

**Please submit your resume and cover letter attention to:**  
**Ron Rice, Executive Director**  
(by mail / fax / email to [admin@vnfc.ca](mailto:admin@vnfc.ca) or in person)

**No phone calls please, only those selected for interviews will be contacted.**

# Closing Date: December 10, 2018

Pursuant to section 41 of the BC Human Rights Code, preference may be given to applicants of Aboriginal Ancestry.

Victoria Native Friendship Centre  
231 Regina Ave. Victoria, BC V8Z 1J6  
Telephone: (250) 384-3211 / Fax Number: (250) 384-1586