



Snuneymuxw

First Nation

www.snuneymuxw.ca

INTERNAL JOB POSTING

Band Family Designate

Full-time, Permanent

Wage: \$25.00 - \$30.00/hr

We're adding another position to our Family Designate Team!

In accordance with SFN's Human Resource Personnel Policy, currently this posting is prioritized for Internal Candidates, which includes existing Snuneymuxw First Nation employees and Snuneymuxw First Nation Community members.

JOB SUMMARY

Reporting to the Mental Health Manager, the Band Family Designate is the lead responsible for assisting families in accessing the necessary support and resources to remain together as a safe and healthy family unit. The Band Family Designate serves as an advocate for the health and well-being of Snuneymuxw children and families, ensuring their best interests are respected and upheld. This position is situated at Snuneymuxw hilit lelum (Snuneymuxw Health Centre) and will include attending meetings, conducting home visits and working collaboratively with Kwumut Lelum, MCFD, and other delegated agencies.

DUTIES & RESPONSIBILITIES

As the Band Family Designate, you will be responsible for the following duties:

- Facilitate the development and implementation of culturally appropriate services.
- Reduce the utilization of family court in favour of traditional decision-making processes.
- Maintain professional competency through professional development and clinical supervision
- Support families in accessing and/or navigating child and family services to address vulnerabilities and build capacity.
- Eliminate barriers that prevent families from providing safe, caring and enriching environments for children placed in their homes.
- Connect parents and youth living independently with the services and support they need to build the necessary skills to become healthier families and individuals.
- Actively participate in Snuneymuxw huilt lelum team meetings.



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- Coordinate or assist in referrals to other agencies or services for further assessment or follow-up.
- Strive to meet and exceed the national standards of accreditation.
- Perform other related duties and support co-workers and community as assigned by the Mental Health Manager.

MINIMUM TRAINING AND EXPERIENCE REQUIRED

- A college diploma in a Social Science field is required and/or an equivalent combination of education/training and experience in a related field.
- At least 2 years of experience in social services/community health or related field working within a First Nations community or Indigenous agency.

REQUIRED KNOWLEDGE, SKILLS, AND ABILITIES

- Knowledge of the root causes of poor mental health and impacts of trauma among Indigenous peoples, including colonization, poverty, residential schools, family violence and other mental health determinants.
- Knowledge of the various referral agencies/services available within Snuneymuxw (and Nanaimo community) for those individuals who require external resources; this includes knowledge and experience with referral routes and case management techniques.
- Knowledge of relevant legislation related to mental health and child and family services.
- Ability to interpret and explain pertinent child welfare policies and procedures to clients.
- Strong interpersonal skills: ability to establish trust, rapport and maintain safe, effective, and efficient working relationships with children and parents.
- Work collaboratively with staff, community members and government agencies.
- Adherence to a professional Code of Ethics.
- Excellent written and active listening skills.
- Ability to work as a team member and be self-directed in daily duties.
- Knowledge of Coast Salish cultural protocols/traditional practices is preferred.
- Demonstrated ability to use software applications and clinical information systems.
- Excellent case and file management skills, stress management and time management skills; ability to meet deadlines.
- Valid First Aid Certification or a willingness to obtain.
- Valid BC driver's license, access to a reliable personal vehicle, and appropriate insurance for work.

WILLINGNESS STATEMENTS

- You are required to provide proof of your certificates and professional designations.
- You will be subject to a satisfactory reference check and maintained vulnerable sector criminal record check. This will be a condition of employment.
- You must maintain strict confidentiality while performing the duties of this position.



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- The incumbent must adhere to Snuneymuxw First Nation's and Snuneymuxw hilit lelum's policies and procedures and code of ethics.
- The incumbent may be asked to provide support outside of regular hours when a traumatic event occurs within the community.

Please submit a resume and cover letter to:

hr@snuneymuxw.ca

Application Deadline: February 20, 2026 @ 4:00 PM PST

Snuneymuxw Standards

Our values will guide us towards becoming a stronger, more effective organization with a positive and mutually beneficial work environment for everyone.

Achievement	Deliver what matters Ensure clarity of direction and unity of purpose Inspire excellence and strive for outstanding results
Collaboration	Work together to build successful teams and partnerships Be open, inclusive and share knowledge See, provide, and act on feedback
Community Commitment	Know our community and put them first Listen to and understand community needs Be responsive, close the loop and deliver on promises
Integrity	Own your actions, successes, and mistakes Act with transparency, honesty, and respect Do what you say you will do
Innovation	Look for ways to improve and create positive change Think broadly and take a wider viewpoint Be responsive to new ideas and opportunities