



Spirit of the Children Society

Job Description: ECD Behavioural Resource Worker

Position Title:

Early Childhood Development (ECD) Behavioural Resource Worker

Reports To:

ECD Program Manager and Executive Director

Position Type:

Full-Time (35 hours per week)

Contract position dependent upon annual funding (April 1 – March 31)

Work Location:

In-person, with services delivered in homes, community settings, childcare programs, schools, and Spirit of the Children Society program sites.

Days of Work:

Monday-Friday (7.5 hours per day, 0.5 hours unpaid break) 9:00am-4:30pm

- When Saturday HASE program sessions are running, may be asked to work Tuesday-Saturday, with Sunday, Monday OFF

Position Summary

The Early Childhood Development (ECD) Behavioural Resource Worker provides culturally safe, family-centred support to Indigenous children aged 0–6 years and their families who are experiencing developmental, social-emotional, behavioural, or neurodevelopmental challenges.

Using strengths-based, trauma-informed, and culturally grounded approaches, the ECD Behavioural Resource Worker partners with caregivers, community professionals, and interdisciplinary teams to enhance children's developmental outcomes and strengthen family capacity. The position focuses on early intervention, caregiver education, behavioural consultation, skill-building, advocacy, and coordination of supports to help children thrive within their homes, communities, and educational environments.

This position is responsible for working with parents/caregivers/family of children and/or with parents who may be experiencing the effects of FASD and work to improve the quality



of life of those affected by FASD. This position will provide education and training in order to increase awareness and community readiness to deal with FASD. The worker will provide in-home support; guidance to parents/caregivers/family members in developing their skills; support on parenting the child and offer resources and supports.

This role embraces Indigenous ways of knowing and healing and recognizes the interconnectedness of emotional, physical, spiritual, and mental wellness.

Key Duties and Responsibilities

Family and Child Support

- Develop supportive, trusting, and respectful relationships with children, caregivers, and families.
- Provide one-to-one support and consultation to families of children demonstrating behavioural, developmental, emotional, or social challenges.
- Conduct developmental and behavioural observations to identify strengths, needs, and appropriate supports.
- Assist families in understanding developmental differences and behavioural challenges, including conditions such as FASD, ADHD, Autism Spectrum Disorder, trauma-related behaviours, and other neurodevelopmental conditions.
- Collaboratively develop individualized strategies and goals that promote self-regulation, communication, social-emotional development, and adaptive functioning.
- Support children during transitions into childcare, preschool, kindergarten, and community programs.
- Assist the Early Interventions Team at SOTCS, with the delivery of Saturday HASE programs for parents and children.
- Be present during appointments and scheduled meetings as requested and needed by the families.
- Use cultural traditional practices that focus on the mind, emotion, body and spirit and recognize family strengths and asset, while implementing the Seven Sacred Teachings and Medicine Wheel teachings.



Behavioural Consultation and Caregiver Capacity Building

- Provide coaching, modelling, and practical strategies to caregivers to support positive behaviour and developmental growth.
- Assist caregivers in developing routines, visual supports, safety plans, emotional regulation strategies, and other individualized interventions.
- Deliver psychoeducation related to child development, attachment, trauma-informed practice, and positive behavioural supports.
- Empower caregivers to advocate effectively for their children within educational, healthcare, and community systems.
- Facilitate parent workshops, support groups, and educational presentations as required.
- Facilitate parent education sessions and groups to increase awareness and parents' knowledge of FASD and provide strategies and tools to empower parents and caregivers to meet the needs of those affected by FASD.

Community Collaboration and Advocacy

- Collaborate with internal programs including Early Years, Family Development, BOFT, Housing, and Youth Services to ensure coordinated support for families.
- Work closely with childcare providers, schools, physicians, Indigenous organizations, Child Development Centres, BC Children's Hospital, Sunny Hill Health Centre, and other community professionals.
- Participate in case conferences, school-based meetings, and interdisciplinary planning meetings.
- Advocate for culturally safe, accessible, and responsive services that meet the unique needs of Indigenous children and families.
- Support families in accessing assessments, therapies, financial resources, and specialized services.



Cultural Integration and Community Engagement

- Incorporate Indigenous perspectives, teachings, values, and traditions into service delivery whenever appropriate and guided by families.
- Promote participation in cultural programming, community events, and agency activities that strengthen family connections and identity.
- Support Elders' involvement and encourage opportunities for intergenerational learning and cultural engagement.
- Demonstrate respect and humility when working within diverse Indigenous communities and traditions.
- Provide assistance when needed in other agency programs such as, but not limited to; Building Healthy Relationships with Our Children, Hasé, ECD Drop-in programs, new parents groups, father involvement programs, Aboriginal Mother Goose programs and Elders' teachings sessions.
- Participate in agency events and planning such as, but not limited to; Annual Mini-Teaching Pow-wow, Indigenous Day Celebrations, Truth & Reconciliation Day Event, Welcome Home Ceremony, Family Nights, Harvest Moon Feast, and Family Christmas Gathering.
- Adheres to the policies and standards of Spirit of the Children Society, as established in policy and program training manuals, Health & Safety Guidelines, job descriptions, written memos, and verbal agreements.
- Participate in team meetings, agency meetings, professional and cultural training deemed necessary for this position.
- To participate in agency event planning such as, but not limited to: Annual Mini-Teaching Pow-wow and Family Christmas Gathering.

Program Administration and Documentation

- Maintain accurate, timely, and confidential client records, case notes, and documentation in accordance with agency policies and funder requirements.
- Collect program data and contribute to monthly, quarterly, and annual reports.



- Assist with program evaluation activities and continuous quality improvement initiatives.
- Participate in program planning, outreach, and community awareness activities.
- Support grant reporting and other administrative duties as assigned by the ECD Program Manager.
- Maintain liaison with other health and social service professionals and professionals who work with Aboriginal families. Collaborate with community professionals on issues such as early identification, assessment and diagnosis.
- Make appropriate referrals for further assessment and or support or counseling to other agencies or professionals as necessary, such as but not limited: Sunny Hill and the Asante Center.
- Responsible for individual client scheduling.
- Maintain an appropriate record and information system. Prepare program annual and monthly reports and provide accurate data when needed. Ensure that accurate program and client records are maintained and that confidentiality is a priority. Ensure that all pertinent registration requirements and documentation is complete.
- Responsible for development and facilitation of programs such as, the FASD Support Group.

Safety and Professional Responsibilities

- Adhere to all Spirit of the Children Society policies, procedures, licensing standards, and ethical guidelines.
- Maintain professional boundaries and conduct oneself in a manner that reflects the values of the organization.
- Report concerns related to child protection, safety, and mandatory reporting requirements in accordance with legislation and agency protocols.
- Participate in regular supervision, team meetings, cultural learning opportunities, and professional development activities.
- Maintain a safe and healthy work environment consistent with WorkSafeBC requirements.



Qualifications

Education and Experience

- Diploma or degree in Early Childhood Education, Child and Youth Care, Social Work, Psychology, Education, Nursing, Indigenous Studies, Human Services, or a related field.
- Minimum of **three (3) years' experience** supporting children and families experiencing developmental, behavioural, social-emotional, or neurodevelopmental challenges.
- Experience working with Indigenous children, families, and communities is strongly preferred.
- Experience supporting children and families affected by FASD, trauma, Autism Spectrum Disorder, or other neurodevelopmental conditions is considered an asset.
- Experience facilitating groups, workshops, or caregiver education sessions is an asset.

Knowledge, Skills, and Abilities

- Strong understanding of early childhood development and family-centred practice.
- Knowledge of trauma-informed, strengths-based, attachment-focused, and culturally responsive approaches.
- Ability to complete behavioural observations and develop practical intervention strategies.
- Strong assessment, advocacy, problem-solving, and supportive counselling skills.
- Excellent interpersonal, written, and verbal communication abilities.
- Strong organizational skills with the ability to prioritize competing responsibilities.
- Ability to work independently and collaboratively within interdisciplinary teams.
- Demonstrated respect for Indigenous cultures, traditions, and ways of knowing.



- Knowledge of community resources and service providers supporting children and families is considered an asset.

Requirements

- Valid BC Driver's Licence and access to reliable transportation.
- Business-use vehicle insurance or willingness to obtain.
- Current First Aid and CPR certification.
- Valid Food Safe Certificate.
- Clear Criminal Record Check, including vulnerable sector screening.
- Class 5 Drivers License
- Driver's Abstract.
- Ability to work flexible hours, including occasional evenings or weekends, to meet program needs.

Working Conditions

- Frequent travel within the community to provide home visits and attend meetings.
- Combination of office-based, community-based, and program-based work environments.
- Position may involve exposure to high levels of activity, noise, and emotionally complex situations.
- Physical demands may include prolonged periods of sitting, standing, walking, bending, lifting, and engaging in floor-based activities with young children.

TERMS OF EMPLOYMENT

This is a full time position during the contract year from April 1 – March 31. This position is dependent upon negotiated funding.



Job Type: Full-time (35 Hours per week)

Pay: \$28.50-31.65/Hour

Benefits:

- Organizational Wellness Days
- Organizational Events
- Free parking at New Westminster Office
- Mileage paid for vehicle if used for work
-

Extended Benefits: Begin After 6 Months' Probation Period

- Dental care
- Vision Care
- Extended health care
- Paid time off

Equity Statement

Spirit of the Children Society is committed to creating a diverse and inclusive workplace that reflects the communities we serve. We strongly encourage applications from Indigenous peoples, including First Nations, Métis, and Inuit applicants, as well as individuals from diverse cultural backgrounds and lived experiences.

How to Apply

Please submit the following:

- Cover Letter
- Resume

Applications may be sent to:

Trey Bell

Program Director

Spirit of the Children Society

t.bell@sotcs.ca

We thank all applicants for their interest; however, only those selected for an interview will be contacted