



Ditidaht First Nation

Physical Address:
Balaats'adt Village
Nitinaht Lake, British Columbia

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Early Years Outreach Worker Job Posting

Job Title:	Early Years Outreach Worker	Job Category:	Permanent Full-Time
Department:	Daycare	Rate of Pay:	\$19 - \$27/ hour based on experience and qualifications
Location:	Balaats'adt Village, Nitinaht Lake	Posting Date:	November 28 th , 2024
Reports To:	Daycare Manager	Closing Date:	Posted until filled.

Organization Overview

Ditidaht First Nation is a vibrant and culturally rich community located at the north end of Nitinat Lake on Vancouver Island, British Columbia. Our main community, Balaats'adt Village, serves as the administrative center and gateway to the world-renowned West Coast Trail. Committed to preserving our heritage, promoting the Ditidaht language, and fostering growth and development, we aim to provide exceptional services and support to our community and members while embracing the natural beauty that surrounds us.

Position Overview

We are seeking a proactive and compassionate Early Years Outreach Worker to support families and children aged 0-6 years within the Ditidaht community. Reporting to the Day Care Manager, the Outreach Worker will provide resources, support services, and facilitate access to early childhood programs, ensuring that families are connected and engaged.

Key Responsibilities

- Engage with families to promote participation in early childhood programs.
- Build trusting relationships with families and caregivers in the community.
- Conduct home visits to support families in creating nurturing environments.
- Assess family needs and connect them with appropriate resources and services.
- Develop family plans in collaboration with parents to set goals and track progress.
- Organize community events and workshops focused on early childhood development.
- Provide information on child development, parenting, and early learning opportunities.
- Facilitate parent education programs on topics such as nutrition, discipline, and literacy.
- Advocate for the inclusion of Ditidaht culture in early years programming.

- Provide crisis support and intervention when necessary.
- Collaborate with other service providers to support holistic family wellness.
- Collaborate with healthcare providers to support children's wellness.
- Maintain accurate records and documentation of outreach activities.
- Promote and encourage participation in the Ditidaht First Nation Head Start Child Care Program.
- Travel within the community and surrounding areas to reach families.

Key Skills

- Strong interpersonal and communication skills.
- Knowledge of early childhood development and family dynamics.
- Strong advocacy skills to assist families in accessing services and resources.
- Ability to maintain confidentiality and handle sensitive information with discretion.
- Organizational and time management skills.
- Problem-solving and resourcefulness.
- Ability to work independently and as part of a team.
- Cultural sensitivity and understanding of Indigenous communities.
- Proficiency in report writing and maintaining accurate case notes.
- Competence in conflict resolution and mediation.
- Basic computer skills for reporting and communication.
- Knowledge of community resources and services.

Preferred Qualifications

- Diploma or degree in Early Childhood Education, Social Work, Child and Youth Care, or a related field.
- Minimum of two (2) years of experience in community outreach or family support.
- Experience working with Indigenous families and communities.
- Certification or training in Trauma-Informed Practice is preferred.
- Current First Aid Certification, or willingness to obtain.
- Clear Criminal Record Check, including Vulnerable Sector Check.
- Knowledge of Ditidaht culture, traditions, and language, or willingness to learn.
- Valid Class 5 driver's license and access to a reliable vehicle.
- Familiarity with child protection laws and reporting procedures.
- An acceptable combination of education and experience may be considered.
- **Note:** *We encourage applications from individuals whose backgrounds may not align perfectly with the qualifications listed but who bring a unique perspective and experience to the role.*

Other Requirements

- Ability to travel within the community and surrounding areas.



- Flexibility to work evenings and weekends as needed.
- High degree of trust and confidentiality.
- Maintain positive, professional working relations with staff, community, and partners.
- Lifestyle consistent with the duties and responsibilities of the position.
- Must demonstrate professionalism while dealing with sensitive issues including tact, discretion and sound judgment.
- Clear Criminal Record Check and Vulnerable Sector Check (available upon request).
- Willingness to be office-based in the Nitinaht Lake community.

Core Competencies & Personal Characteristics

Core Competencies

- **Holistic Thinking and Stewardship:** Understands the interconnectedness of community, environment, and cultural heritage; cares for the Ditidaht people and natural environment to promote overall well-being and sustainability.
- **Cultural Pride and Knowledge:** Values, upholds, and actively promotes Ditidaht traditions, language, and heritage, fostering a strong sense of identity and continuity among community members.
- **Adaptability and Innovation:** Integrates traditional practices with modern advancements, demonstrating resilience, flexibility, and creativity in adapting to change and managing multiple priorities.
- **Community Engagement and Collaboration:** Actively contributes to the community's well-being through strong relationships, teamwork, and participation in initiatives and events.
- **Effective Communication and Respect for Diversity:** Communicates ideas clearly and appreciates diverse backgrounds and perspectives, fostering inclusivity and meaningful interactions.
- **Economic Initiative:** Seeks and develops opportunities that support the Nation's economic growth and sustainable prosperity, aligning efforts with community goals.
- **Client Service Excellence and Hospitality:** Delivers high-quality, responsive service; welcomes and shares resources generously, reflecting the Ditidaht tradition of hospitality.

Personal Characteristics

- **Respectful and Empathetic:** Honors individuals, traditions, and the community; understands and shares the feelings of others, fostering a supportive and inclusive environment.
- **Committed and Accountable:** Demonstrates dedication to community goals; takes ownership of tasks and obligations, ensuring dependability and responsibility in all duties.
- **Resilient and Energetic:** Maintains a positive attitude during challenges; adapts effectively to setbacks; displays enthusiasm and passion while maintaining productivity and balance.
- **Honest and Transparent:** Upholds truthfulness and openness, building trust through integrity in all actions.



- **Culturally Grounded:** Respects and appreciates cultural and spiritual traditions; shows a willingness to engage in cultural activities and incorporates cultural practices into work and community engagement.
- **Proactive and Innovative:** Acts as a self-starter who takes initiative; embraces creativity and new ideas to address challenges with minimal supervision.

Hours of Work

- 8:30 am – 4:30 pm, Monday to Friday. Some flexibility may be required.
- On call, as required.

Salary and Benefits

- Competitive wage based on experience and qualifications,
- Opportunities for professional development and training.
- Paid time off and sick leave.
- Supportive work environment with a focus on work-life balance.
- Potential for career advancement within the organization.

Application Process

This posting will close when the position is filled. Apply by sending your cover letter, resume, proof of educational credentials, and contact information for three professional references to:
Email: admin@ditidaht.ca

Ditidaht First Nation is committed to employment equity and welcomes diversity in the workplace. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

General Contact Information

Ditidaht First Nation Administration Office
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