



Vision

Our vision is that all Métis children, youth and families live with love, honour, dignity and respect knowing they belong to a strong, proud People with a unique heritage and cultural identity.

FULL-TIME EMPLOYMENT OPPORTUNITIES

Position: Aboriginal Supported Child Development Support Worker (Early Years Direct Support Worker) – 2 Openings

Hours of Work: Monday – Friday 8:30-4:30 (35 hours per week)

Reports to: Director of Michif Early Years and Child Care

Position Overview: Lii Michif Otipemisiwak Family & Community Services (LMO) is seeking qualified and energetic individuals to join our Michif Early Years Learning Team to provide Aboriginal Supported Child Development (ASCD) support and programming to children ages 0–16, with the possibility of working with youth up to age 18. This role involves supporting children with diverse developmental needs in childcare programs, homes, and community settings. The ASCD Support Worker will collaborate with the Michif Early Years Team and the Michif Child Safety and Support Team, using culturally safe, trauma-informed practices consistent with the Society's Vision, Métis values, and family-centered approaches.

Key responsibilities of the ASCD Support Worker include:

Child-Specific Support & Development

- Work as a team member to implement culturally safe child-specific strategies, activities, and plans that best support the developmental needs of each child.
- Provide inclusive developmental support (physical, emotional, intellectual, and spiritual) to promote healthy attachment and achievement of developmental milestones.
- Plan, implement, and evaluate activities according to each child's goals and objectives.
- Complete and interpret developmental assessments; assist in coordinating appropriate services, referrals, and early intervention supports.
- Develop and integrate programs and activities rooted in Métis cultural teachings, stories, language, and practices.

Community & Childcare-Based Support

- Implement child-specific behaviour support plans and emotional regulation strategies, using trauma-informed and culturally rooted approaches.
- Collect daily observations and behaviour data to help consultants track development and adjust goals.
- Support children's participation and inclusion in childcare, preschool, school-age programs, and community environments.
- Collaborate with childcare educators to adapt routines, activities, visual supports, and communication tools that enhance access and developmental success.
- Facilitate peer interactions, social communication, turn-taking, and problem-solving to promote healthy social development.
- Implement sensory strategies recommended by clinicians (e.g., sensory breaks, environmental modifications, regulation tools).
- Prepare, maintain, and organize therapy materials, activity kits, visual supports, and assistive tools aligned with developmental goals.
- Support the use of assistive technology such as visual schedules, communication boards, or adaptive equipment as guided by therapists.

- Promote culturally safe relationships, identity-building, and belonging through everyday interactions and community engagement.

Family Collaboration & Communication

- Communicate regularly with families/caregivers to share progress, strategies, ideas using established communication logs and family engagement tools.
- Support families to understand their child's developmental needs, funding options, and early intervention pathways.
- Participate in family meetings, case discussions, and collaborative planning with interdisciplinary teams.

Documentation & Reporting

- Prepare reports, session notes, progress summaries, and documentation consistent with privacy standards and agency expectations.
- Maintain accurate records of child progress, assessments, communication, and service coordination.

Qualifications & Job Requirements:

- Completion of a certificate or diploma in Early Childhood Education or related field; a combination of education and experience may be considered.
- Minimum of 2 years' experience in ASCD/ECD-related work
- In-depth knowledge of infant and early childhood developmental stages
- Experience supporting children with trauma, autism, FASD, attachment challenges, and diverse developmental needs.
- Extensive knowledge of children's assessment tools
- Strong understanding of child development, attachment theories, and inclusive childcare practices.
- Knowledge of family-centred practice and ability to model positive adult-child interactions while upholding the agency's mission, philosophy, and policies.
- Cultural sensitivity and knowledge of Métis culture, history, and teachings.
- Ability to maintain confidentiality and a non-judgmental, professional attitude.
- Ability to work independently and collaboratively.
- Must complete a criminal record check.
- Must obtain & maintain a valid BC driver's licence; willingness to obtain Class 4 license preferred.
- Valid child specific First Aid/CPR, or equivalent, to meet licensing standards.
- As per Section 41(1) of the BC Human Rights Code, preference may be given to qualified applicants of Indigenous Ancestry.

Working Conditions:

- Travel in this position is required.
- Potential for exposure to challenging behaviours or crisis situations
- Must be able to work independently with individuals experiencing trauma, cognitive delays, mental health challenges, substance use impacts, or child welfare involvement.
- Frequent consultation and directive supervision in alignment with the Michif Practice Model.

Compensation:

- Wage: \$30.75 – 35.29 per hour. JJEP Grid 13 of the BCGEU Indigenous Services Collective Agreement. Benefits and pension following a successful three-month probationary period.

Application Process:

- Please send your resume along with 3 professional references to Corryna Fladmark, Human Resources at human.resource@lmofcs.ca. **Please Note: Only shortlisted applicants will be contacted.**

Application Deadline: Ongoing until filled.

Learn more about us by visiting our website at <http://lmofcs.ca> & Facebook Page: [Lii Michif](#)

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