

## **Introductory Message**

The Child and Youth Services Division is looking for the ideal candidate to fill a newly created position – **Reconciliation Specialist**. This is an Indigenous designated position because of who is being served and the needs of Indigenous people. The CYSD operates under the Minister of Families. This is very exciting as for the first time in Manitoba history, the department is lead by an Indigenous Minister and the Manitoba Government is lead by an Indigenous Premier. This is an exciting opportunity to work for an Indigenous Minister, to make system change, and to make an impact on the lives of those negatively impacted by historical harms. The CYSD recognizes the harms the child welfare system has caused Indigenous peoples over history in our province. It recognizes that survivors who have been impacted by the 60's scoop have often walked alone in finding their story, connections, supports and finding their way home. The creation of the Reconciliation Specialist acknowledges the need for survivors to have a dedicated support in navigating government systems.

## **About the role**

This is an Indigenous designated position designed to support individuals impacted by colonialism and practices of the 60s scoop. The purpose of the position is to enable both individual and system change and reconciliation and through access to records that may support healing, access/eligibility to entitled benefits, and wellness for communities and individuals. This position must fully understand the impacts of colonization and the generational impacts including current day challenges facing Indigenous and people of minority groups.

In accordance with The Adoption Act, regulations, policies, and procedures, the Reconciliation Specialist provides direct services (intake, search/outreach, reunion) as well as provides sensitive information from the records (social histories, birth documents) to eligible individuals affected by adoption. The Reconciliation Specialist consults and provides information as requested to other provincial, federal and international organizations to assist adoptees and their descendants with receiving a service or benefit.

Additionally, the Reconciliation Specialist will provide system navigation services to former wards who were a part of the 60s scoop, and impacted by these practices, so that they may access the information they are entitled to from the records, as per The Child and Family Services Act. When appropriate, the Specialist may complete the information request for former wards and share this information in a good way.

This position is responsible for fostering reconciliation on a micro level with the families and individuals served, and on a macro level as part of a team and division. This includes understanding identity, culture, and community or nations in Manitoba and fostering of strong relationships built on trust, kindness, and respect.

### **Are you a fit for this role?**

If you are someone who has a passion for walking alongside survivors of the 60's scoop in supporting them through navigating access to their story, understanding their history and bridging a path home while connecting survivors to community supports, then this position is for you. This role is designated for First Nations people, including those whom identify as Inuit or Metis. Individuals who have a lived experience within the child welfare system who can leverage their own experiences in supporting others are encouraged to apply.

In addition to above, the CYSD is seeking someone who fits the following description either through current experience and knowledge or the keen desire to learn:

- Bachelor of Social Work preferred, however, other social science degrees would be considered with child welfare experience, social service or Indigenous service delivery experiences, and/or direct life experience related to the impacts of colonization. Equivalent combination of education and experience will be considered. The position is designated to Indigenous people and their own experiences will be considered part of their knowledge base.
- Experience working within the child and family services system; preferably in various roles and capacities; equivalent experience will be considered including work with Nations, provincial or national Indigenous organizations.
- Basic computer skills and knowledge of the Child and Family Services Information System and other electronic records management systems or the desire to learn.
- Understanding of legislation and how laws operate is beneficial. Baseline knowledge of legislation is preferred, and expert knowledge is not a requirement. Rather understanding the basics of The Child and Family Services Act, The Authorities Act, The Adoption Act, The Advocate for Children and Youth Act, Bill C-92; An Act Respecting First Nations, Metis and Inuit Children, Youth and Families, Interprovincial Protocols, Privacy Legislation and all relevant Regulations, Standards and legislative amendments, emerging Federal legislation and the ability to apply legislation in practice to support survivors would lead to success in the position.

- Someone who holds an understanding of how history, legislation and policy has impacted you and your people (First Nation, Metis and/or Inuit).
- Required to have sufficient awareness of the organizations and roles within Manitoba's child and family services system including the Department, the Child and Family Services Authorities, the agencies, funded service providers, and collateral external organizations such as the Manitoba Advocate for Children and youth, the Ombudsman, and Police Services to be able to support survivors in navigating systems.
- The Reconciliation Specialist will have an innate ability to understand and support people who have experienced adoptions, 60's scoop, and as a result struggle to heal and find their identity. Problem solving, listening, assessment skills and clinical judgement will be needed. Understanding your own people's history of adoption, 60s scoop, and colonization impacts for Indigenous people (including your own impacts/experiences) and the impacts of this is essential. This includes the ability to form relationships, build trust and work respectfully with people in a short period of time.
- Finally, the Specialist is also someone who could organize and document records that contain life stories and confidential information to honor and gift the individual stories to survivors.

#### Application process

- 1.) Upon reviewing the description of the role, if you believe you are a great fit for this position submit your resume to [Laura.Anderson@gov.mb.ca](mailto:Laura.Anderson@gov.mb.ca)
- 2.) Individuals that are identified for a potential fit will be contacted to participate in a sharing circle with the selection committee.
  - a. Sharing circle will take a narrative approach to assessing the competencies by allowing candidates to speak to their experience, knowledge and vision for the role.
  - b. A written exercise will also be requested of the candidate to demonstrate their strengths in written communication.

The Child Protection Branch is located in downtown Winnipeg at the merging of Broadway and Portage. Prior to applying any questions, inquires about the role, or to learn more about the Child and Youth Services Division and the office space the position will work out of, please contact Laura Anderson as per above.