



**Sooke Family Resource Society  
Job Posting 03-2026 – Family Development Worker**

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We are currently seeking a temporary **Family Development Worker** to join our team. All employees of Sooke Family Resource Society are dedicated to serving the community and committed to supporting the society's mission statement.

**Mission statement:** We provide people, of all ages and abilities on southern Vancouver Island, with services and resources that encourage them to enhance skills, address challenges and create a path forward.

Job Title: Family Development Worker

Date Posted: February 2, 2026

Closing Date: February 16, 2026

Term: This is a 14 month term position

Reports To: Manager of Counselling & Community Care Services

Wage/Salary: \$29.17 - \$33.49/hour (12- JJEP Wage Grid)

Location: Sooke

Shift Schedule: Monday to Friday, standard working hours

Hours per Week: 35 hours per week

Union: **This posting requires union membership**

**To Apply, please submit resume, and cover letter by email to [careers@sfrs.ca](mailto:careers@sfrs.ca).**

**Job Summary:**

The primary role of the Family Development Worker (FDW) is to assist in the stabilization of families who are involved with the Ministry of Children and Family Development, through its protection mandate, so that children, youth, and families can remain together or if apart, are able to reunite, free from abuse and neglect. This involves the FDW working with the parents to help improve their parenting skills, increase their ability to provide a safe home and provide opportunities for children to remain connected to their family and community.

## Key Duties and Responsibilities:

1. **Crisis intervention and stabilization** – Provide intensive time-limited services to help resolve a family's immediate crisis, stabilize the families' functioning to reduce risk to children and prevent the removal of children from their homes. This may include but not limited to working with family members to develop or improve:
  - a. Problem solving skills.
  - b. Crisis management skills.
  - c. Conflict resolution skills.
  - d. Anger and behavior management skills.
2. **Family preservation** – Provide intensive, goal-oriented services to families with the aim of improving capacity to care for their children. This may include, but not limited to:
  - a. Empowering and strengthening families in their parenting role through education of positive parenting techniques, child development, and appropriate behavior medication techniques, as well as modelling, confidence building and supervision.
  - b. Identifying the family's strengths and using these to build capacity.
  - c. Assist families in making their homes safe and stimulating for children
  - d. Assist families in securing healthy food, appropriate housing, and in obtaining day care placements for children.
  - e. Temporarily assist families in buying groceries, driving family members to school or appointments and other daily activities, as required.
3. **Reunification** – Provide services that support the reconnection or transition of children to their family. This may include, but not limited to:
  - a. supervised access for the children.
  - b. Supporting families once reunification has occurred.
4. **Linking and Brokering** – Identify community resources for parents and link families to ongoing sources of professional and personal support systems.
5. **Integrated case management** – Participate in integrated case management or case conferencing meetings as requested by the referring ministry social worker.
6. Maintains client caseloads based on referrals from MCFD Protection Services Team.
7. Maintains statistical data on clients as required by Program Supervisor and MCFD.
8. Completes intake and needs assessment (initial and quarterly), and then assists the family to develop realistic goals with the family.
9. Maintains complete and accurate case notes, ensuring that client files are always up to date and accurate.
10. Provides evidence in court when required.
11. Submits monthly client status reports to Program Manager in a timely manner.
12. Attends case review meetings with MCFD as scheduled.
13. Attends team meetings as scheduled.
14. Attend SFRS staff meetings and planning days when required.
15. Provides services to all clients in a culturally appropriate manner.
16. Maintains program accreditation standards.
17. Performs other related duties as assigned.

## Education & Experience:

- Bachelor's degree in related human/social service field
  - One (1) year recent related experience working with children and families, experience in conflict resolution, child protection, mediation, and negotiation.
- Or and equivalent combination of education, training, and experience.

Employees interested in applying for the above position should submit their name and resume to Human Resources within seven calendar days of this posting.