



Employment Opportunity

Employer: The British Columbia College of Social Workers (BCCSW)
Position Title: Professional Practice and Policy Associate
Reports To: Director, Professional Practice, Policy and DEI
Closing Date: Open Until Filled

Qualified applicants from equity seeking groups are strongly encouraged to apply.

As a regulatory body for Social Workers in British Columbia, BCCSW acts within its statutory authority to develop and administer policies, procedures and practices that reflect the mandate of the College, which is to serve and protect the public by superintending the practice of social work in British Columbia. Founded in 2008, BCCSW is governed by a 12-member Board comprised of 4 public members and 8 elected members provides regulatory oversight to over 6,100 province wide registered social workers.

General Overview:

Reporting to the Director for Professional Practice, Policy and DEI (the Director), this permanent full-time position is based out of the BCCSW's offices located at Vancouver. The Professional Practice and Policy Associate (the Associate) is responsible for research, analysis, and project support specific to professional practice, regulatory compliance and policy development. The Associate contributes to the interpretation of the College's standards of practice and code of ethics and the articulation of their relationship to ongoing practice.

Job Responsibilities and Accountabilities:

Under the leadership of the Registrar and the Director, and as per established performance standards:

- Maintain knowledge of the BC Social Workers Act, relevant regulations, policies, and College bylaws and remain updated with changes as they occur within the area of professional regulation.
- Provide research, analysis, and support to departmental projects and contribute to the ongoing development and implementation of the identified strategic priorities of the College.
- Analyze the professional practice elements in non-standard registration applications.
- Identify and analyze regulatory trends across registrant queries and non-standard registration applications.
- Develop communication and key messages about social work professional practice and regulatory obligations.
- Support and coordinate public education events in collaboration with other departments as needed.
- Respond to practice inquiries to provide regulatory support to registrants and members of the public and identify issues to be addressed by the College within

the context of the BC Social Workers Act, standards of practice and code of ethics.

- Provide support to the Continuing Development Program, responding to inquiries about the program, identifying relevant issue and trends.
- Contributes to the ongoing development of the standards of practice, practice guidelines and other resources and the Continuing Competence Program as required.
- Provide support to the Quality Assurance Committee and other Committees by providing information, carrying out background research as identified by the committees.
- Support the Director to provide support to the Inquiry department with solutions to social work practice remedial measures and evaluation of satisfactory completion of the same, for registrants, as identified by the Inquiry Committee and department.
- Provide support to Registrations department in the processing of applications for registration including applications for registration to the clinical class, and in maintaining compliance to relevant legislation.
- Represent the College on external committees and works with community partners as required, research issues as required and contribute to the preparation of written responses to various stakeholders.
- Contributes to the development of educational material aimed at proactive regulation of registrants and support the Director to provide effective presentations to registrants, prospective registrants, employers and the public.
- Lead and collaborate across sectors to deliver outcomes with critical deadlines; proactively identify, analyze, and communicate solutions to address systemic problems.
- Any other duties that may be assigned.

Indigenous Relations Behavioural Competencies:

BCCSW staff are supported to learn and demonstrate the following Indigenous Relations Behavioural Competencies commensurate with their experience and role at the College.

1. Understanding one's thoughts, feelings, values and background through self-discovery and awareness including how one's thoughts, feelings, values and background impact the success of their interactions and relationships with Indigenous peoples.
2. Increasing one's ability to build and maintain respectful and effective relationships with Indigenous peoples through sustained learning and development including direct exposure to cultural and community ways and being willing to learn how diverse ways of thinking and acting can ensure the success of the College.
3. The ability to work respectfully, knowledgeably, and effectively with Indigenous peoples through cultural agility including creating a sense of safety and by transforming feelings of nervousness or anxiety into curiosity and appreciation.
4. Championing the achievement of intended, real change that meets the enduring vision of Indigenous self-determination in British Columbia through change leadership including learning from elders and leaders, routinely energizing the change process, and removing barriers to change.

Experience/ Skills/Education:

- Master of Social Work degree with BCCSW registration or eligibility for registration.
- A minimum of 5 years of demonstrated practice experience in the social work profession.
- Demonstrated experience and skills for education and training delivery, both from technical and soft skill perspectives.
- Demonstrated research and analytic skills including but not limited to literature reviews and program evaluation.
- Demonstrated ability to manage multiple demands and pivot when project priorities and deadlines change.
- Ability to provide analyses, interpretation and research, ability to transfer this information into comprehensive reports.
- Demonstrated ability to foster respectful and collaborative working relationships with relevant community organizations and stakeholders.
- Demonstrated ability to respectfully and effectively navigate systems with competing priorities.
- Strong oral and written communications skills and demonstrable skills using virtual platforms.
- Proficient computer skills with database management, word processing, spreadsheet, and graphics with MS Office.
- Ability to perform the duties of the position.

The salary range for this position is \$64,300 - \$87,000

How to apply:

Please email your cover letter and resume in a Word or PDF file to registrar@bccsw.ca and we kindly ask that applications be sent by email only—no fax or mail applications, please.

We sincerely thank all applicants for their interest in BCCSW and will be contacting applicants selected for an interview.

BCCSW is an equal opportunity/affirmative action employer committed to an inclusive and diverse workplace. All qualified applicants will receive consideration for employment regardless of race, colour, citizenship status, national origin, ancestry, sex, gender (including gender expression and gender identity), sexual orientation, age, weight, religion, creed, disability status, or any other basis prohibited by law.