

Pathways to Working with the Ministry of Children and Family Development (MCFD)

Post-Secondary Student Resources



Education and Career Pathways

There is no single path into this field.

Explore Careers Within MCFD:

- Administrative Assistant
- Social Program Officer Assistant
- Child, Youth & Family Support Worker
- Child Protection Worker
- Guardianship Worker
- Adoption Worker
- Resource Worker
- Children & Youth with Support Needs Worker
- Youth Probation Officer
- Child and Youth Mental Health Clinician
- Team Leader
- Director of Operations

Preferred and Expanded Credentials

Certain MCFD roles require preferred or expanded credentials.

Preferred Credentials:

Directly aligned degrees (Bachelor of Social Work, Master of Social Work, and Child & Youth Care).

Expanded Credentials:

Related human services degrees (Psychology, Sociology, Criminology, Anthropology, Early Childhood Education, Indigenous Studies, Education, and Nursing) with minimum one year paid related experience.

**Click the link to play this video of
MCFD Child Protection Workers**

[Child Protection Workers](#)

Find Current Opportunities:
**MCFD continues to hire for critical
direct service roles across the province.**

- Search current MCFD postings
- Review job profiles and qualifications
- Learn about the hiring process

**Click the link to search for
MCFD job postings:**

[Job Seekers - Province of British Columbia](#)

**Click the link to view
Social Program Officer (SPO) salaries:**
[Social program officer - Province of British
Columbia](#)

Community job options may include:

Certificate (6–12 months):

- School-Based Worker
- ECE Assistant
- Outreach Worker

Diploma (1–2 years):

- Residence Worker
- FASD Worker
- Community Support Worker

Bachelor's Degree:

- Family Support Worker
- Social Worker
- Infant Development Consultant

Graduate Studies:

- Clinical Counsellor
- Occupational Therapist, Physiotherapist, Speech and Language Pathologist

Why Choose MCFD?

- Supportive, encouraging and inclusive
- Continuous learning and development opportunities
- Flexible work arrangements
- Pacific Leaders Program for scholarships, student loan forgiveness, and more!
- Location-specific incentive programs
- Extended health and dental benefits
- Paid and unpaid leaves
- Pension Plan

MCFD Service Streams

- Child Protection and Family Services
- Guardianship
- Adoption and Permanency
- Child and Youth Mental Health
- Children and Youth with Support Needs
- Early Years
- Youth Justice
- Youth Transitions

High Demand Communities

- Rural and remote communities
- Northern B.C.
- Some coastal communities

Some roles may offer:

- Relocation support
- Additional pay incentives

Click the link to learn more about social service careers with the B.C. Public Service:

[Social service careers in the BC Public Service](#)

Preparing for Employment

Take the next step toward a career with MCFD by reviewing job profiles, understanding hiring expectations, and preparing a strong application

Applying with MCFD

- Review job profiles carefully
- Clearly demonstrate all required qualifications
- Include dates (month/year) for each role
- Indicate paid or volunteer experience
- Specify full-time or part-time status

Click the link for job application information:

[Your job application - Province of British Columbia](#)

Behavioural Competencies

Many BC Public Service roles are assessed using behavioural competencies, which are listed at the end of each job profile.

Click the link to review competency profiles:

[Behavioural competencies in the BC Public Service](#)

Click the link to explore a range of student and career resources:

<https://www.gov.bc.ca/ChildandFamilyCareers>

Interview Preparation

- Use the STAR technique (below)
- Prepare relevant, recent examples
- Test your technology
- Manage your time effectively
- Avoid reading directly from notes
- Ask questions of the panel

S	T	A	R
Situation	Task	Action	Result
Set the Scene	Describe the goals	Explain what YOU did	Share the outcome

Join upcoming virtual events to learn more about career opportunities and the application process with the BC Public Service.

Click the link for dates and to register:

[Careers in the BC Public Service - Province of British Columbia](#)

