



| | |
|-------------------|-------------------------------------|
| Job Title | <i>Child and Youth Worker (CYW)</i> |
| Reports to | <i>Executive Director</i> |

Job purpose

Reporting to the Executive Director and working closely with the Women's Rural Resource Centre's Direct Care Team and shelter team, the Child and Youth Worker (CYW) is responsible for supervising, leading, and implementing the child and youth program. The CYW will also be responsible for communicating with participants, parents, and caregivers to identify needs and interests, and encouraging participation in all program activities. In addition, the CYW will provide advocacy, therapeutic counselling, education, and resources through a trauma informed approach to children, youth and their families who have been impacted by gender-based violence (GBV).

At WRRRC, we believe every child and youth deserves a safe and empowering space to heal, learn and grow. We want to support all children and youth in developing healthy coping strategies, to feel belonging, hope and safety so they may thrive.

Scope and Responsibilities

In a manner consistent with the agency's policies and values and aligned with the agency's vision and purposes, the Child and Youth Worker performs a wide range of duties including the following:

1. Providing therapeutic counselling to children and youth, supporting their development, helping them learn strategies for coping with the impacts of GBV.
2. Developing programs for caregivers to learn about the impacts of GBV on children and their parenting and develop positive strategies to foster healthy attachment.
3. Acting as an advocate for children and youth in community, with partner agencies, and more broadly providing education around GBV and promoting proactive, trauma and violence informed responses.

Scope, Activities & Key Milestones

- Complete intake process for internal and external referrals of caregivers, children or youth who are impacted by GBV:
 - For caregivers, child and youth not residing in shelter, conduct a comprehensive risk assessment, develop safety plans and a plan of care specific to each child, youth and/or caregiver, providing appropriate referrals.
 - For families residing in shelter, meet within 48 hours of being admitted into shelter program. In collaboration with the Women and Family Services team, participate in risk assessment and safety planning, and complete an initial assessment of impact of GBV on children and youth, offer internal services and supports, and provide appropriate referrals.
- Provide individual counseling sessions to children and youth impacted by GBV; counselling incorporates a gender-based analysis (GBA+), is based in psycho education and is delivered through art and play based therapeutic activities.
- Provide education and support sessions to caregivers, where appropriate, to understand the impacts of GBV on children and youth and develop positive parenting strategies that promote healthy attachments.
- Develop, implement, and evaluate appropriate group programming for caregivers, children, and youth; responsible to create or source content that is evidence based, uses a GBA+, is trauma and violence informed, and aligned with WWRC values.
- Works effectively and maintains strong relationships with community partners (i.e. Children's Aid Society (CAS), schools, police etc.), supporting and advocating for clients as needed.
- Acts as an advocate and educator within community on the impact of GBV on children and youth; represent the organization at various committees, make presentations or attend events.
- Provide resources, expertise and consultation for the Women and Family Services team, in relation to specific cases, or more broadly the impact of GBV for caregivers, children and youth.
- Solid understanding of the Family and Child Services Act. Provides staff with accurate and up to date information on legislation, relevant precedents, and guidelines.
- Document all interactions, services provided, and referrals made through the client database. Ensure case notes are clear and accurate, and written in accordance to policy.
- Follows incident reporting protocols for anything of a significant nature. Notifies management of these instances and escalates information for the completion of serious occurrence reports, as necessary.
- Identifies opportunities to improve services and makes recommendations with respect to program development and overall success.
- Contributes to a positive and welcoming environment, role modeling positive relationship behaviours, taking a proactive approach in supporting colleagues, and contributing to an overall positive and collaborative work environment.

- Assume responsibility for ongoing personal and professional development in collaboration with your supervisor and consistent with agency policies and procedures.
- Participate in ongoing clinical supervision provided by the organization.
- Working with school age children 5-17 yrs.
- Other duties as assigned.

Required Skills and Qualifications

1. Education

- a. 3-year college diploma: Child and Youth Worker, or equivalent 3-year college diploma/university degree with a focus on child and youth studies. Relevant experience preferred; 1-5 year leadership experience is an asset. Equivalent related experience is an asset.
- b. Fluency in other languages an asset
- c. Equivalent related experience preferred.

2. Experience

- a. Minimum 2-5 years of related work experience
- b. Experience with art/play therapeutic interventions an asset.
- c. Experience with children's mental health an asset.
- d. Employment experience with women and children in a shelter setting an asset.

3. Personal Characteristics

- a. Demonstrates a strong feminist, GBA+, and trauma and violence informed analysis, approach, and practice.
- b. Demonstrates strong leadership behaviours.
- c. Excellent conflict resolution skills: ability to facilitate difficult conversations.
- d. Demonstrates women's, children's, and youth advocacy skills and effective child/women-centered practice delivery.
- e. Highly developed interpersonal and problem-solving skills.
- f. Outstanding communications, listening and assessment skills.
- g. Proficiency in use of computer office technology and applications; MS Office application – Word and Excel
- h. Valid driver's license; access to a reliable vehicle and proof of adequate insurance.
- i. Clean driver's abstract; Clear current Police Vulnerable Sector Check (PVSC)
- j. CPR, First Aid (ASIST, CPI an asset)
- k. Excellent organizational and coordination skills
- l. Ability to work independently as well as within a team with minimal supervision.
- m. Ability to adapt to changing situations in the workplace

Working conditions

This position will require variable day, evening, night and/or weekend hours. On-call support.

Physical requirements

This position will require providing on-going emotional support and advocacy to women, youth and children who have experienced and/or witnessed GBV.
Ability to lift 25 lbs.

Direct reports

None

