

Employment Opportunity

INTERNAL and EXTERNAL POSTING



Position	Program	Details
Child and Family Worker	SNAP® Boys and Girls	Full Time Regular 40 hours per week
Number of Positions	Duration	Salary
2	Full Time – 1 year contract Potential to develop into permanent	As per CA - Step 1 \$37,701 per year

Banyan is a multi-faceted non-profit organization located in Hamilton, Ontario. While many of our programs serve families and children in the Hamilton area, we also provide services in the Niagara area. We are currently seeking an enthusiastic, engaging, and positive Child and Family Worker to become part of our SNAP® Boys and Girls team.

SNAP® Boys and Girls Program is a multi-systemic intervention designed to teach self-control and problem solving skills to boys/girls under the age of 12 who are presenting with the risk factors of future criminal activity and poor life outcomes. It is based on the social learning model of the development and treatment of aggression and antisocial behaviour. It involves all four settings; family, school, peers, and community. In addition, the SNAP® Girls is informed by theories of attachment and feminism.

The overall output of this program is to reduce the likelihood of police contact in a population characterised by risk factors such as general offences, aggression, and problem/anti-social behaviour by enhancing protective factors such as positive coping skills, self-esteem, competence, school success through the implementation of the following program model: SNAP® Boys/Girls Group, SNAP® Parent Group, Individual Counselling/Mentoring, School Advocacy, School Support, Community Hook-ups, Crisis Intervention, Academic Tutoring, Individualized Family Intervention (SNAPP), Victim Restitution, HAPP-C, Girls Growing Up Healthy, Support Nights, Leaders-in-Training (LIT), Peer Mentoring, and Kidz Club.

POSITION RESPONSIBILITIES

- Group Facilitation – with strict adherence to a manualised cognitive behavioural program, facilitate weekly group sessions with enrolled boys/girls and/or parents to teach SNAP®.
- Case Management – relying on standardized assessment tools, validated risk management tools, and other intake and information gathering tools accurately to develop, implement, and monitor strength based, culturally competent, goal oriented case management plans designed to achieve the outcomes of the program.
- Counselling, Mentoring, and Coaching – using SNAP® skills to provide counselling, mentoring and coaching to either parents, boys or girls in an individual or group setting.
- Advocacy – act as an advocate on behalf of enrolled boys/girls or their parents with other community service providers ensuring that boys/girls and their families receive the best services possible.
- Therapeutic Alliance – establish a therapeutic alliance with boys/girls and/or families that provides for the constructive challenging of anti-social thinking and behaviours and reinforcing pro-social thinking and behaviours.
- Establish and maintain positive working relationships with other community service providers supporting families and children.
- Assist in training and supervising volunteers and student placements.

QUALIFICATIONS

- Minimum Child and Youth Worker Diploma or Bachelor's Degree in a related discipline and/or equivalency based on training and experience working with at risk children/youth.
- Minimum of 2 years experience as a Child and Youth Care Worker with young people with emotional, psychiatric and behavioral difficulties, and their families within the context of a therapeutic program.
- Preference will be given to individuals with demonstrated experience in facilitating cognitive behavioural groups for latency age children and/or adults and demonstrated case management experience.
- Demonstrated ability to model and reinforce clear alternatives to antisocial styles of thinking, feeling, and acting and take advantage of spontaneous teachable moments
- Demonstrated ability to exercise authority in a firm and fair manner;
- Demonstrated ability to establish and maintain a therapeutic alliance
- Demonstrated cultural competence
- Demonstrated ability to accurately develop, monitor, and implement a case management plan that is client centered, strength based, and aligned with established goals
- Demonstrated computer skills, including Microsoft Office Suite and Outlook. Preference given to those with electronic case management experience.
- Demonstrated experience working with young people with emotional, psychiatric and behavioural difficulties, and their families within the context of a therapeutic program.
- Superior communication, listening and report writing ability.
- Demonstrated strong interpersonal, conflict resolution skills, ability to work within a team.
- Maintain in good standing any professional job related memberships/registration
- Familiarity with Youth Criminal Justice Act (YCJA), and Child and Family Service Act (CFSA), Employment Standards Act (ESA), and Occupational Health and Safety Act (OHSA).
- Current PMAB, CPR, and First Aid certificates
- A valid Class G driver's license with a proven acceptable driving record, driver's abstract at candidate's own expense and access to a vehicle. Occasional travel may be required for clients and community partners.
- Fluency in other languages including Sign Language is an asset
- An acceptable Criminal Reference Check/Vulnerable Sector Screening and Health Assessment at the candidate's own expense
- Understanding and working knowledge of child protection and the duty to report
- Hours of work will include evenings as well as possible weekend shifts.

Banyan's SNAP® Boys and Girls Program is a full SNAP® replication site. SNAP® is a registered trademark is owned by Child Development Institute (CDI), Toronto, Canada and is being used under license. For more information, visit www.childdevelop.ca

PLEASE FORWARD YOUR RESUME AND LETTER OF INTEREST BY 5:00PM WEDNESDAY, SEPTEMBER 20th TO:
recruit@banyancs.org
(905) 549-9011 (fax)

Banyan is an equal opportunity employer. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Banyan is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff.

We are committed to developing inclusive, barrier-free selection processes and work environments. If contacted in relation to an employment opportunity, please advise our HR representative or hiring manager of the accommodation measures if required which would enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.