

Employment Opportunity

INTERNAL POSTING & EXTERNAL POSTING



POSITION	PROGRAM	DETAILS
Child & Family Worker	Community Services	Full Time
DURATION	SALARY	NUMBER OF POSITIONS
Permanent	\$48,133.00 – \$51,066.00	1

Banyan is a not-for-profit organization that has provided quality services to the youth justice, children, and senior's community support sectors since 1978. Banyan is committed to improving the mental, physical, and social well-being of at-risk populations in our service areas of Hamilton, Niagara, Brant, Haldimand, Norfolk, and Wellington.

PURPOSE OF THE POSITION

The purpose of this position is to provide direct service in a multi-systemic intervention designed to teach self-control and problem-solving skills to children under the age of 12 who are presenting with emotional dysregulation, aggression and anti-social behaviours.

Reporting to the designated Manager, the primary goal of the Child and Family Worker is to reduce the likelihood of police contact in a population characterized by risk factors such as aggression, and 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® Group, SNAP® Parent Group, Individual Counselling/Mentoring, School Advocacy, School Support, and Community Connections.

POSITION RESPONSIBILITIES

- Group Facilitation – with strict adherence to a manualized cognitive behavioural program facilitate weekly group sessions with enrolled children and parents to teach SNAP®
- Case Management – relying on standardized assessment tools, validated risk management tools, and other intake and information gathering tools accurately develop, implement, and monitor strength based, culturally competent, goal-oriented case management plans designed to achieve the outcomes of the program.
- Mentoring, and Coaching – using SNAP® skills provide mentoring and coaching to parents and children in an individual or group setting.
- Advocacy – act as an advocate on behalf of enrolled family with other community service providers ensuring that the families receive the best services possible
- Therapeutic Alliance – establish a therapeutic alliance with 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 student placements.
- Act as intake worker for the SNAP® Program as part of the waitlist management
- All incidents, accidents, and other hazardous occurrences affecting any of Banyan's staff, clients, or the organization are to be reported according to Banyan policy and/or legislated requirements.

ROLE COMPETENCIES

Program Specific

- Problem-Solving Skills: develop strategies using a system thinking approach. Identify and analyze problems so that viable solutions are found.
- Managing Multiple Priorities: ability to remain calm and multi-task within a multi-disciplinary environment
- Team Player: work cooperatively within a team to achieve goals and to foster commitment, spirit, pride and trust.
- Regulatory & Safety Compliance: follows legislation and other regulations to maintain a safe working environment.

QUALIFICATIONS

- Minimum Child and Youth Care Worker, Social Service 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 working with children with emotional, behavioural difficulties, and their families within the context of a manualized program.
- 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).
- Computer skills, including Microsoft Office Suite, Outlook and Athena is an asset.
- Current UMAB, CPR, and First Aid certificates are an asset
- Ability to navigate own transportation to designated work locations
- Fluency in other language, including Sign language (ASL), is an asset.
- An acceptable and valid Vulnerable Sector Screening (Broad Sector Check), along with a Health Assessment, must be provided and maintained at the candidate's expense prior to and throughout employment.

WORKING CONDITIONS

- Under the direct supervision of the designated Manager of SNAP® Program.
- Ability to work within a multidisciplinary team that provides feedback, constructive criticism, evaluation, and coaching.
- Work in a variety of settings including the program location, schools, community centres, and family homes.
- Work flexible hours and days to accommodate the needs and situations of individuals or families including working evenings.

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 Manager of Human Resources 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.

Please Note:

- This posting is for an existing vacancy.
- We use AI based tools to assist with the screening and assessment of applications as part of our hiring process.

PLEASE FORWARD YOUR RESUME AND LETTER OF INTEREST BY AUGUST 13, 2026 TO:

Banyan Community Services
688 Queensdale Avenue East, Suit 2B
Hamilton, ON L8V 1M1
recruit@banyancs.org

(905) 549-9011 (fax)