

Employment Opportunity

INTERNAL & EXTERNAL POSTING



POSITION	PROGRAM	DETAILS
SURE Support Worker	Community Services	Part-Time
DURATION	SALARY	HOURS
On Contract (1 year)	49,767.00- 53,407.00 (Based on 40 Hours)	20 Hours

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 through The Self Understanding and Regulating Emotions (SURE) Program. This program aims to address emotional and behavioural issues among youth age 11-15 who face barriers to develop strong emotional and social skills.

Reporting to the Program Coordinator, the primary goal of the SURE Support Worker is to increase effective communication, understanding emotional response and to reduce youth being at risk of becoming involved in the criminal justice system. This role will assist in providing self-awareness, emotional regulation and coping strategies in a group setting involving both youth and parent/guardian.

POSITION RESPONSIBILITIES

- Will complete intake and assessment with clients assigned.
- Utilizing standardized assessment tools, validated risk management tools, and other intake documents will collect information to accurately develop, implement, and monitor strength-based outcomes.
- Will facilitate 1:1 and group sessions following the programs curriculum.
- Role Modeling, mentoring and coaching to youth and parents/guardian in individual or group setting on skills being educated.
- Being adaptive to the needs of each family in the sessions by considering individual areas of support or client goals. advocate on behalf of enrolled clients with other community service providers ensuring that the families receive the benefits of a multi-disciplinary approach to programming.
- 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 while also utilizing internal resources based on identified client needs.
- Assist in training and mentoring student placements.
- Assist with youth mentorship program.

- Maintaining confidentiality
- 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

Classification Specific

- Ability to maintain and respect professional boundaries with clients and coworkers at all times
- Exercise a flexible, non-judgmental, anti-racist, and anti-oppressive approach to people and work
- Problem-Solving Skills: develop strategies using a system thinking approach. Identify and analyze problems so that viable solutions are found.
- Team Player: works cooperatively within team to achieve goals and to foster commitment, spirit, pride and trust.
- Time Management Skills: ability to accomplish tasks within timeframes and by deadlines.

Program Specific

- Problem-Solving Skills: develop strategies using a strength-based 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 youth with emotional and behavioural difficulties, and their families within the context of a therapeutic program.
- Familiarity with 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 virtual platforms.
- Current UMAB, CPR, and First Aid certificates are an asset.
- Ability to navigate own transportation to designated work locations
- Provide and maintain an acceptable Criminal/Vulnerable Sector Record and Health Assessment Record at own expense.

WORKING CONDITIONS

- Under the direct supervision of SURE Program Coordinator.
- 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 FORWARD YOUR RESUME AND LETTER OF INTEREST BY APRIL 04, 2025 TO:

Banyan Community Services
688 Queensdale Avenue East, Suit 2B
Hamilton, ON L8V 1M1
recruit@banyancs.org
(905) 549-9011 (fax)