

Employment Opportunity

INTERNAL AND EXTERNAL POSTING



Position	Program	Details
Relief Youth Care Worker	G.R. Force	Casual; on-call
Number of Positions	Duration	Salary
1	Ongoing relief	\$25.08 to \$26.81/hour

Banyan Community Services is a community based non-profit organization with over forty years' experience providing a wide range of innovative programs and services to help disadvantaged or at risk members of our community learn new skills, attitudes, and behaviours to help them build a better future.

We are seeking **Relief Child and Youth Workers/ Youth Justice Worker** to supervise and care for youth in a twenty-four (24) hour open custodial residential home for young offenders located in Hamilton. Relief Workers will attend to the physical and emotional needs of youth in conflict with the law, through individual and group programming, and advocacy on behalf of each youth.

POSITION RESPONSIBILITIES

Provide direct supervision of all youths in the residence. Observe and report to the Youth Care Workers behavior patterns, work habits, and personality traits of the youth in our care through the following methods:

- Assisting youth to achieve behaviour and life management goals: assist in the instructions of life skills and the daily supervision of Youth Care Workers.
- Assist Youth Care Workers in the implementation of Cognitive Based Programs, under the direction of the Coordinator of Programs.
- Support Youth Care Workers in discussions and group programming.
- Assist Youth Care Workers in the implementation of day and summer programs, therapeutic activities and house meetings.
- Under direction of the Youth Care Workers and the Management Team, use appropriate intervention in crisis situations.
- Assist in the preparation of meals.
- Report unusual patterns of behaviour or problems to Youth Care Workers.
- Assist in documenting unusual patterns of behaviour or issues with respect to youths in appropriate youth case file.
- Assist in laundering youth's clothing and general house cleaning as required.
- Participate in regular supervision meetings with the Program Supervisor/Team Supervisor/Program Director.
- Participate in mandatory training.
- Participate in performance review.
- Any other duties as assigned by Program Supervisor, Team Supervisor or Program Director.

Skill and Effort

- Good listening and report writing ability.
- Effective and consistent communication with staff and management.
- Effective interpersonal, conflict resolution and team work skills.
- Understanding and ability to implement Cognitive Based Programs.
- Modelling and reinforcing clear alternatives to antisocial styles of thinking, feeling, and acting and take advantage of spontaneous teachable moments.
- Ability to deal with emotionally charged situations on an occasional basis
- Judgment required, however, situations are covered by well defined procedures, standards or precedents.
- Knowledge of community resources.
- Attention to detail required for accuracy and quality control procedures.
- Regular work with confidential records pertaining to youth.
- Continuously and effectively building relationships with other Community Service providers.
- Continuous career development, updating skills, keeping current with changes in the field.

QUALIFICATIONS

- Minimum Human Services Diploma and/or bachelor's degree in related discipline and/or equivalency based on demonstrated training and experience as a Youth Care Worker in residential setting.
- Proficient in the use and application of Microsoft Office Suite products.
- 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.
- Familiarity with Youth Criminal Justice Act (CJA), and Child and Family Service Act (CFSA).
- Certification within UMAB, First Aid/CPR is an asset.
- A valid Class G driver's license with a proven acceptable driving record.
- Fluency in other languages including sign language is an asset.

Working Conditions

- Under normal conditions the majority of staff business will be conducted from the designated open facility/program setting.
- Work is performed under the general supervision of the Program Supervisor and Supervisor
- Have availability to work on-call hours of work which regularly fall within normal business hours (24x7 operations); evening, weekend, rotational shifts and holiday hours may be required based on operational needs
- This work produces moderate cognitive stress in most workers through either intensity, frequency and/or duration of stressful elements.
- The Youth Care Worker routinely functions in emotionally charged situations.
- Requires physical interventions including the restraint of physically aggressive youth.

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 TO:

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

(905) 549-9011 (fax)