

# Employment Opportunity

## INTERNAL & EXTERNAL POSTING



Position	Program	Details
Child & Family Worker	SNAP	Full time
Number of Positions	Duration	Salary
1	Permanent	As per collective agreement

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.

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 boys/girls under the age of 12 who are presenting with the risk factors of future criminal activity and poor life outcomes.

Reporting to the designated supervisor, the primary goal of the Child and Family Worker 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 Group/SNAP® Girls Group, SNAP® Parent Group, Individual Counselling/Mentoring, School Advocacy, School Support, Community Hook-ups, Crisis Intervention, Academic Tutoring, Individualized Family Intervention (SNAPP), Girls growing up healthy, Support Nights, Leaders-in-Training (LIT), Peer Mentoring, and Kidz Club.

### MAJOR RESPONSIBILITIES

- Group Facilitation - with strict adherence to a manualised cognitive behavioural program facilitate weekly group sessions with enrolled boys 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 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 provide counselling, mentoring and coaching to parents, boys or girls in an individual or group setting.
- Advocacy- act as an advocate on behalf of enrolled boys or their parents with other community service providers ensuring that boys and their families receive the best services possible
- Therapeutic Alliance - establish a therapeutic alliance with boys 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.

### SKILL AND EFFORT

- Maintaining treatment integrity and program fidelity
- Establishing and maintaining a therapeutic alliance by being engaging, enthusiastic and positive

- Strict adherence to the SNAP manuals
- Modelling and reinforcing clear alternatives to antisocial styles of thinking, feeling, and acting and take advantage of spontaneous teachable moments within a SNAP framework
- Exercising authority in a firm and fair manner
- Executing and employing cultural competence
- Accurately developing, monitoring, and implementing a case management plan that is client centred, strength based and aligned with established goals
- Working with young people with emotional, psychiatric and behavioural difficulties, and their families within the context of a therapeutic program.
- Clear, concise and accurate communication, effective and active listening and report writing ability.
- Effective interpersonal and conflict resolution skills,
- Effective contributor to a multi-disciplinary team.
- Continuously and effectively building relationships with other Community Service providers.
- Appropriate execution of child protections and the duty to report.

## 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 working with young people with emotional, psychiatric and behavioural difficulties, and their families within the context of a therapeutic 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.
- Current PMAB, CPR, and First Aid certificates
- A valid Class G driver's license with a proven acceptable driving record
- A reliable vehicle
- Fluency in other language, including Sign language (ASL), is an asset.
- Provide and maintain an acceptable Criminal/Vulnerable Sector Record and Health Assessment Record at own expense.

## WORKING CONDITIONS

- Under the direct supervision of the designated supervisor of SNAP® Boys and Girls Program.
- Ability to work within a multi-disciplinary 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 and weekends.

*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 NO LATER THAN March 27<sup>th</sup>, 2019 to:**

Human Resources  
Banyan Community Services  
688 Queensdale Avenue East, Suit 2B  
Hamilton, ON L8V 1M1  
Fax: (905)549-9011