



AFTER SCHOOL PROGRAM (ASP) Youth and Family Support Worker

Full time, 12 month term position

POSITION SUMMARY: Guided by the vision, mission and values of the Immigrant and Refugee Community Organization of Manitoba, Inc., the Youth and Family Support Worker (YFSW) leads the After School Program (ASP) team in providing enhanced social, behavioural and mental health supports to higher-risk newcomer youth and children.

The primary responsibility of the YFSW is to provide one-on-one and group supports and activities, as well as mentorship, to ASP participants who have been identified as needing enhanced intervention and supports. The YFSW helps higher-risk youth and children build social, emotional, communication and conflict resolution skills, and engages them in special projects and outings. The YFSW develops strong relationships with newcomer families and assists youth and child participants to be well-integrated in programs and to be positively engaged with peers, family, school and community by:

- Directly supporting higher-risk youth and children and their families
- As a program lead, working with ASP, the Social Workers and other IRCOM teams to ensure holistic services for higher-risk youth and children
- Developing and enhancing programming and supports for higher-risk youth and children
- Reporting and record keeping

With guidance, support and supervision from the ASP Co-Managers, the YFSW will undertake the following duties and responsibilities:

Direct Supports to Higher-Risk Youth, Children and Families: (60%)

- Provide mentorship and be a role model for newcomer youth and children who are connected to IRCOM
- Provide one-on-one and group supports, activities and programs for youth and children requiring added supports to positively engage in program, school, employment and community
- Use recognized training, tools and techniques to support higher-risk youth and children in areas such as: anger management, impulse control, decision making, addictions, trauma, mental health, crime/gang prevention, suicide prevention, intergenerational conflict, educational challenges, etc.
- Plan and implement a range of activities, programs, groups and outings for youth and children identified for added supports in coordination with Co-Managers
- Prepare goal-setting plans and track progress
- Address parenting skills and communication with parents and youth-led families
- Work with school or agency staff involved with the family to provide coordinated services and advocate for appropriate services as needed
- Where appropriate, help IRCOM youth and their families navigate the justice system
- Support higher-risk youth in a manner that is consistent with IRCOM's family-focused model
- Provide appropriate referrals to internal resources and programs as well as external services

Team and Interdepartmental Support: (20%)

- Provide resources and support to ASP staff on best practices in working with higher risk youth and children
- Create behaviour plans with social workers and orient all ASP staff to their roles
- Keep the ASP team informed, educated and advised regarding risk, safety and harm prevention for program participants
- Inform a case management approach and work together with the High Needs Support Team to provide holistic supports, track progress and provide consistent follow up
- Play a lead role with the Inclusion Support Team and provide day-to-day supports and problem-solving
- Participate in relevant IRCOM ad hoc working groups (e.g., Safety, Police)
- Participate in all-staff, ASP and High Needs Support Team meetings
- Participate in ongoing professional development
- Comply with all applicable IRCOM policies and procedures
- Perform other duties as assigned

Develop and Enhance Supports for Children and Youth Programs: (10 %)

- Help develop and run new groups and services to address specific arising issues
- Play a lead role in evaluation of the YFSW program/interventions
- Connect and participate in community wide activities related to gangs, police, neighbourhood safety, service provision in the context of opioid/meth, and other inner-city issues
- Participate in the planning phase of IRCOM's strategic priority to address the needs of youth 18-25

Reporting and Record keeping: (10%)

- Maintain written and electronic records of one on one, group sessions and home visits with children, youth and their families and compile relevant information into monthly reports
- As a lead role in ASP, assist in core administrative tasks as assigned

Required Qualifications

- Post-secondary education in a relevant field such as social work, child and youth work, international development, conflict resolution, sports and recreation programming or equivalent education
- Minimum 2 years direct programming experience with newcomer children, youth and young adults or equivalent experience
- Comprehensive understanding of the refugee experience, the immigration process and trauma-informed care
- Demonstrated training and skills in child and youth interventions such as (but not limited to): suicide prevention, substance abuse prevention, addictions, anger management, trauma-informed care, NVCI, etc.
- Demonstrated training and skills to provide enhanced supports for those facing complex challenges including proven ability to work effectively with and engaging all family members in provision of coordinated supports
- Excellent track record at building relationships with newcomer youth and children
- Demonstrated ability to provide role modelling and psycho-social supports for youth and children
- Experience in program design, development, implementation, administration and evaluation
- Superior organizational skills and strong written and oral English communication skills
- Proficiency with Microsoft Office, on both Apple and PC platforms
- Demonstrated ability to work in a fast paced, multi-tasking environment
- Must hold a valid Class 4 driving license or be willing to attain one within the first 60 days of employment
- Demonstrate the qualities and values IRCOM seeks for all our staff (see <http://www.ircom.ca/about-us/employmentopportunities/>)

Desired qualifications

- Social Work Degree and certification with Manitoba College of Social Workers
- Inner-city experience (professional or lived)
- Experience in delivering supports and interventions to parents
- Fluency in additional languages
- Awareness of dynamics of gang recruitment

Hours of work

This is a 12 month full-time term position for a maximum of 37.5 hours per week. The Youth and Family Support Worker hours will take place primarily between 1 – 9 PM, Monday to Friday; however some weekends may be required as per the needs of IRCOM programs.

Salary and Benefits

The wage for this position is \$18.30/hour

Benefits: Group Insurance Plan with extended health, dental, life and AD&D insurance
Professional development opportunities
Collaborative, family-friendly and supportive working environment
Diverse workplace

Submitting an Application

The selected candidate must be legally entitled to work in Canada.

IRCOM is an Equal Opportunity Employer. Interested applicants can identify themselves as belonging to any of the following groups: women, Indigenous peoples, refugees, immigrants, visible minorities, persons with a disability, or any other groups that are typically under-represented in the workplace.

Your cover letter and resume must clearly indicate how you meet the qualifications.

To apply, please submit your cover letter and résumé by **Friday, May 24, 2019 by 12 PM Noon** to:

Selection Committee: Youth and Family Support Worker

95 Ellen Street

Winnipeg, Manitoba R3A 1S8

Email: hr@ircom.ca

Fax: 204 - 943 – 4810

We thank all who apply. Please be advised that only those selected for an interview will be contacted.