



Immigrant and Refugee
Community Organization of Manitoba

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YOUTH AND FAMILY SUPPORT WORKER
After School Program (ASP)
Full time 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 Manager, the YFSW will undertake the following:

DUTIES AND RESPONSIBILITIES:

Direct Support to Newcomer Youth, Children and Families: (60%)

- Provide mentorship to newcomer youth and children
- Be a role model, especially for male youth and children
- 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 vulnerable newcomer 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 Program manager
- 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, best practices and support to ASP staff 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 supporting staff to provide day-to-day supports and problem-solving
- Participate in relevant IRCOM ad hoc working groups (e.g., Safety, Police, Anti-racism)
- 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

- Proof of COVID immunization
- Post-secondary education in a relevant field such as social work, child and youth work, international development, conflict resolution, sports and recreation programming
- Minimum 2 years direct children and youth programming experience
- Demonstrated training & skills in child and youth interventions such as (but not limited to): suicide or substance abuse prevention, addictions, anger management, trauma-informed care, NVCI, etc.
- Demonstrated ability to provide role modelling and supports children and youth
- Strong understanding of the refugee experience and immigration process and challenges that newcomer youth, both refugees and immigrants might face
- Demonstrated ability to implement effective behavioral strategies for children and youth
- Strong organizational skills and the ability to prioritize work
- Demonstrated ability to work in a team and collaboratively with other staff and outside agencies
- Strong written and oral English communication skills
- Excellent cross-cultural and interpersonal skills
- Must be open-minded, resourceful, highly motivated, creative and independent
- Demonstrated strong commitment to supporting and empowering the newcomer community through previous volunteering / community involvement
- Proficiency with Microsoft Office Suite and data base management
- Demonstrated experience working in a fast paced, multi-tasking environment
- Valid Manitoba Driver's License with clean driving abstract
- Present a current Criminal Record Check and maintain a clear Child Abuse Registry Check
- Demonstrate the qualities and values IRCOM seeks for all our staff (see <http://www.ircom.ca/about-us/work-here>)

DESIRED QUALIFICATIONS

- Knowledge of IRCOM's After School Programs
- Fluency in additional languages
- CPR/First Aid and NVCI training

Hours of work will normally be between 1 and 9 p.m., Monday to Friday. Occasional weekend hours may be required as per the needs of IRCOM programs.

Wage: \$19.46/hour

This is a scheduled position with wage in accordance with the Collective Agreement between the Immigrant and Refugee Community Organization of Manitoba Inc. and the United Food and Commercial Workers Local 832.

Benefits: Group Insurance (Life, Long Term Disability, AD&D, Dental and Extended Health)
Paid sick and discretionary days
Employer paid RRSP benefits (begin in second year of employment)
Professional Development opportunities

APPLICATION INFORMATION: All applicants must be legally entitled to work in Canada.

IRCOM as an organization seeks to reflect the community members it serves. We are committed to providing an inclusive, accessible environment, where all employees, volunteers, tenants and program participants feel valued, respected, safe and supported. IRCOM strives for employment equity. Interested applicants can identify themselves as belonging to any of the following groups: women, Indigenous peoples, visible minorities, and/or persons with a disability. We are dedicated to building a workforce that reflects the diversity of the communities we serve, and to creating an environment where every employee has the opportunity to reach their potential.

For further information, or to apply for this position please use the contact information below. When applying, please note that your cover letter and résumé must clearly indicate how you meet the qualifications.

Applications will be reviewed as they are received until a candidate is selected:

HR - Selection Committee
95 Ellen Street
Winnipeg, Manitoba R3A 1S8
Email: hr@ircom.ca
Fax: 204-943-4810

We thank all applicants for their interest. Only those advancing in the selection process will be contacted. If contacted to participate in the process, please advise if you require an accommodation. If you require an accommodation for the recruitment/interview process (including alternate formats of materials, accessible meeting rooms or other accommodation), please let us know and we will work with you to meet your needs.