

## **AFTER SCHOOL PROGRAM (ASP) Youth and Family Program Support Worker (Female)**

**November 2018, Full time, term position**

**POSITION SUMMARY:** Under the supervision of the After School Program (ASP) Co-Managers, the Youth and Family Program Support Worker (YFSW) is a skilled and self-motivated individual committed to IRCOM's mission and mandate. This staff has significant experience working with newcomer children, youth and families and has demonstrated training and skills to provide enhanced supports for those facing complex challenges. The YFSW excels at building relationships with newcomer children, youth and adults, and works effectively with all members of the family to engage them in coordinated supports.

The primary responsibility of the YFSW is to provide one-on-one and group supports and activities, as well as mentorship, to newcomer children and youth in ASP who have been identified as needing additional social, behavioural and mental health supports. *The YFSW (Female) will provide role modelling and supports for female children and youth in particular.* The YFSW helps children and youth build social, emotional, communication and conflict resolution skills, engages them in special projects and outings. The YFSW aims to help children and youth be well-integrated in program and be positively engaged with peers, family, school and community.

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

### **Direct Supports to Children, Youth and Families:**

- Develop strong relationships with newcomer families and provide mentorship and be a role model for newcomer children and youth
- Provide one-on-one and group supports, activities and programs for children and youth requiring added supports to positively engage in program or other arenas
- Use recognized training, tools and techniques to support children and youth in areas such as: anger management, impulse control, decision making, addictions, trauma, mental health, gang prevention, child welfare involvement, suicide prevention, intergenerational conflict, educational challenges, etc.
- Work with parents to address areas such as parenting skills and communication
- Provide appropriate referrals to internal resources and programs as well as external services
- Support those youth who are considered 'high-risk' in a manner that is consistent with ASP Program Objectives and IRCOM's mandate to provide safe housing and programming
- Prepare goal-setting plans with youth and track progress
- Where appropriate, work with school or agency staff involved with the family to provide coordinated services to children and youth and/or to advocate for appropriate services

### **Supports and Coordination with IRCOM Teams:**

- Provide resources and support to ASP staff on best practices in working with children/youth
- Be aware of the dynamics of gang recruitment and activity in and around IRCOM and our participants, and keep the team informed, educated and advised regarding risk, safety and prevention
- As a member of the High Needs Support team, inform a case management approach and work together to provide holistic supports, track progress and provide consistent follow up
- Work with the After School Program team to identify and bring together the most appropriate services and program streams to meet the needs of children and youth
- Sit on ad hoc IRCOM committees (e.g., Isabel Safety Committee) where appropriate

### **Programming:**

- With supervisors' support, plan and implement a range of activities, programs, groups and outings for children/youth identified for added supports
- Create new or enhanced supports for children and youth, in collaboration with their families
- Play a lead role in evaluation of the YFSW program/interventions
- Collaborate effectively with other IRCOM programs, and with ASP volunteers

### **Administration:**

- Maintain written and electronic records of one on one, group's sessions and home contacts with children, youth and their families.
- Complete activity logs to track work done with children and youth and compile into monthly reports
- Represent the ASP in partnership meetings when applicable/relevant
- Collaborate with partner agencies through outreach activities and joint events, when applicable/relevant
- As a lead role in ASP, assist in core administrative tasks as assigned
- Other duties 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 plus a minimum 2 years direct children and youth programming experience OR equivalent combination of education and experience
- Comprehensive understanding of the refugee experience and the immigration process
- 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.
- Experience in program design, development, implementation, administration and evaluation
- Demonstrated ability to provide role modelling and supports for male children and youth
- 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

### **Desired qualifications**

- Knowledge of IRCOM's After School Programs
- Experience in delivering supports and interventions to parents
- Fluency in additional languages

For more information about employment at IRCOM and key qualifications and qualities we seek in all candidates, please see: <http://www.ircom.ca/about-us/employmentopportunities/>

### **Hours of work**

This is a full-time term position to March 31, 2019, with a possibility of extension pending funding. This position is for a maximum of 37.5 hours per week. The Youth and Family Support Worker hours will take place between 1 – 9 PM, Monday to Friday; however some weekends may be required as per the needs of IRCOM programs.

### **Other**

The wage for this position is \$17.94/hour

### **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 to:

**Selection Committee: Youth and Family Support Worker**

95 Ellen Street

Winnipeg, Manitoba R3A 1S8

Email: [admin@ircom.ca](mailto:admin@ircom.ca)

Fax: 204 - 943 – 4810

**Position open until filled.**

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

Please note the successful candidate will be required to submit to a Criminal Record Check as well as a clear Child Abuse Registry Check.