

# Employment Opportunity

## INTERNAL AND EXTERNAL POSTING



Position	Program	Details
Relief Youth Care Worker	George R. Force Hamilton	Casual; on-call
Number of Positions	Duration	Salary
1	Ongoing relief	\$21.70 - \$23.56/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 to supervise and care for youth in a twenty-four (24) hour open custody 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 Child and Youth Worker Diploma or Bachelors Degree in a related discipline and/or equivalency based on training and experience as a Child and Youth Worker in residential settings.
- Proficient in the use and application of Microsoft Office Suite products.
- Provide and maintain an acceptable Criminal/Vulnerable Sector Record and Health Assessment at own expense
- Familiarity with Youth Criminal Justice Act (CJA), and Child and Family Service Act (CFSA).
- Certification within PMAB, First Aid/CPR.
- 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

- The Relief Worker will conduct business from the designated group home setting and occasionally out in the community for youth therapeutic activities.
- Hours of work may fall during; days, afternoons, evenings, weekends and holidays. Hours of work are not guaranteed and services are called based on operational needs.
- Work may produce moderate mental stress in most workers by intensity, frequency and/or duration of stressful elements.
- A Relief Worker routinely works in emotionally charged environment/situations.
- May require physical intervention 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 FORWARD YOUR RESUME AND LETTER OF INTEREST TO:**

Banyan Community Services  
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Hamilton, ON L8V 1M1  
[recruit@banyancs.org](mailto:recruit@banyancs.org)

(905) 549-9011 (fax)