

Employment Opportunity

Internal & External Posting



POSITION	PROGRAM	DETAILS
Parent/Adolescent Conflict (PAC) Community Worker	Parent/Adolescent Conflict (PAC)	Full-Time
DURATION	SALARY	HOURS
Permanent	\$55,487.00 - \$60,112.00	40 Hours/ Week

Banyan is a not-for-profit organization that has provided quality services to the youth justice, children, and senior's community support sectors since 1978. Banyan is committed to improving the mental, physical, and social well-being of at-risk populations in our service areas of Hamilton, Niagara, Brant, Haldimand, Norfolk, and Wellington.

PURPOSE OF THE POSITION

Reporting to the Manager, Community Services and in accordance with Banyan Policy, Practice & Procedure Manual, the primary purpose of this position is to provide/facilitate prevention, intervention, and support service for clients (or potential clients) served by the two local Children's Aid Societies. It is designed: to reduce the conflict between parents (or any caregiver – e.g. a foster parent or guardian) and their adolescent(s), to reduce the need for apprehension by the child welfare system, and to maintain youths in their homes during heightened situations brought on by family conflict.

POSITION RESPONSIBILITIES

- Implementation of all regulations, policies, and contractual obligations governing the delivery of Parent/Adolescent Conflict interventions services to children and youth, including but not limited to: client health and safety, identification of abuse, emergency or serious occurrences, client discipline, client rights, privacy and confidentiality, etc.
- Under the direction of program supervisor, work in consultation with child welfare case managers and other clinical specialists.
- Establish a therapeutic alliance with referred family.
- Provide parent/adolescent conflict resolution, parent/adolescent mediation, behavioural contracting, and individual and family supports.
- Provide timely response to assigned referrals, including: contact with child welfare case manager and with referred family to initiate service.
- Complete written family assessments which include- but not limited to- case goals, identification of problems requiring long-term interventions.
- Act as an advocate on behalf of clients and make referrals and linkages to community and agency based resources as needed.
- Maintain professional and timely communication with clients, child welfare case workers, and supervisor.
- Under direction of program supervisor establish and maintain positive working relationships with community partners including Hamilton Child and Family Supports and Catholic Children's Aid Society.

- Maintain clear, concise documentation including ongoing case notes, assessments, discharge summaries conferences, incident reports, and other reports or file notes assigned.
- Assist in data collection of pre and post testing, and any other research driven data collection as directed;
- Administer quality assurance surveys from parents/guardian, youth and collateral service providers;
- Participate and/or provide ongoing training.
- Responsible and accountable for ensuring a safe and healthy workplace for themselves and colleagues by committing to working in a safe manner, utilizing all necessary safety equipment and protocols and at all times complying with all relevant Health and Safety policies, procedures and legislations.
- All incidents, accident and other hazardous occurrences affecting any of Banyan's staff, clients, or the organization are to be reported according to Banyan policy.
- Any other duties as required by management.

ROLE COMPETENCIES

Classification Specific

- Problem-Solving Skills: develop strategies using a systems thinking approach. Identify and analyze problems so that viable solutions are found.
- Managing Multiple Priorities: ability to remain calm and multi-task within a multi-disciplinary environment
- Analytical Skills: ability to understand, analyze and reconcile information and avoid errors.
- Team Player: works cooperatively within team to achieve goals and to foster commitment, spirit, pride and trust.
- Time Management Skills: ability to accomplish tasks within timeframes and by deadlines.

Program Specific

- Flexibility in picking up and serving clients- quick notice, evening and weekend meetings.
- Ability to employ a "mediation model", building family support around a mediated agreement suitable to the family's circumstances and the adolescent's developmental stage.

QUALIFICATIONS

- Child and Youth Care, Child and Youth Worker Diploma, or Equivalent.
- Minimum of 3 years' experience working with both adolescents and families, within the context of a therapeutic program, as well as community-based liaison and advocacy.
- Mediation training is an asset.
- Understanding and working knowledge of all relevant legislation that governs service.
- Demonstrated computer skills, including Microsoft Office Suite and Outlook. Preference given to those with electronic case management experience.
- Current UMAB, First Aid/CPR is an asset.
- A valid Class G driver's license with a proven acceptable driving record, driver's abstract at candidate's own expense.
- Maintain an acceptable Criminal/Vulnerable Sector Record and Health Assessment.
- Access to reliable vehicle to travel anywhere in the Hamilton catchment areas.

WORKING CONDITIONS

- The PAC Worker will primarily conduct work in a variety of settings including family homes, community establish, office settings.

- Work flexible hours and days to accommodate the needs and situations of individuals or families including working evenings and weekends
- This work produces moderate cognitive stress in most workers through intensity, frequency and/or duration of stressful elements, emotionally charged situations and tight deadlines.

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 the 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 NO LATER THAN APRIL 23, 2024 TO:

Banyan Community Services
688 Queensdale Avenue East, Suit 2B Hamilton,
ON L8V 1M1 recruit@banyancs.org
(905) 549-9011 (fax)

Posted: April 10, 2024