



POSITION TITLE:	CHILD & YOUTH MENTAL HEALTH & ADDICTIONS WORKER
DEPARTMENT:	SUPPORT SERVICES
REPORTS TO:	SUPERVISOR
CLASSIFICATION:	FULL-TIME PERMANENT
LOCATION:	RAMA FIRST NATION, ON / BARRIE, ON
POSTING DATE:	NOVEMBER 7 TH , 2023
CLOSING DATE:	NOVEMBER 23 RD , 2023

Dnaagdawenmag Binnoojiiyag Child & Family Services is a multi-service Indigenous wellbeing agency. We provide a stable foundation for children, youth, and families, through wraparound services that are culturally based, and family focused.

PURPOSE OF THE POSITION

This position holds responsibility in three different areas. The three functions are Child & Youth Mental Health and Addictions, Youth in Transition and the remainder of the job hours are performing Family Support duties.

Child & Youth Mental Health and Addictions:

The Child & Youth Mental Health and Addictions Worker reports to their respective team Supervisor with Program oversight provided by the Director of Support Services and Administration and is responsible to provide supportive counselling and support services to children, youth and their families experiencing mental health and addictions difficulties. This may include referrals to confidential individual, family or group counselling and support for individuals and families dealing with mental health and addiction difficulties.

Youth in Transition:

The Youth in Transition Worker reports to the Supervisor and is responsible to provide support services to youth who are leaving the child welfare system and transitioning to adulthood. This may include connecting youth to educational, employment, housing, life skills, mental health and other supports within their communities and giving support as they navigate the transition from care to adulthood.

Family Support Worker:

The Family Support Worker is responsible for providing a support function to front line staff with respect to children, youth and families in care or customary care. Family Support Workers provide a variety of services in support of case management duties



assigned to a worker: monitors court ordered family visits for children/youth and their parents/caregivers; as assigned, provides assistance to families involved with child welfare services and/or child/youth in care or customary care that are supportive, educational, and empowering; undertakes a variety of social service support responsibilities that are complementary to the role of the worker.

RESPONSIBILITIES

Child & Youth Mental Health and Addictions:

- Provide Supportive Counselling and support services to children, youth, families, and groups in the community in achieving an optimum level of wellness:
 - Provide a safe and welcome environment for people to visit.
 - Answer inquiries concerning available programs and services.
 - Provide Supportive Counselling to youth and their families experiencing difficulties.
 - To make Therapeutic Counselling or Psychotherapy referrals as needed.
 - Schedule home visits as required.
 - Accept referrals from individuals, families, and agencies in the community.
 - Coordinate & schedule group counselling as required.
 - Maintain strict confidentiality guidelines regarding all clients, conversations, and referrals.
- To work in collaboration with respective community in developing and coordinating education, support, and activities:
 - Coordinate workshops on addiction and mental health awareness.
 - Provide community education and support programs.
 - Distribute relevant information.
 - Access or develop promotional materials and information.
 - Participate in children and youth programs (i.e., traditional programs, sports and recreation).
 - Develop and promote traditional activities and healing programs.
- Provide referrals to culturally appropriate treatment services:
 - Assist individuals and families to identify their need for intensive treatment programs.
 - Liaise with treatment programs.
 - Assist clients to ensure all requirements are met.
 - Access funding for treatment services as required.
 - Ensure that supports are in place once treatment is completed.
 - Liaise with local agencies and supports.
- Collaborate with local on and off territory community agencies:
 - Participate in case conferencing with local agencies.
 - Provide educational workshops and presentations.
 - Participate in inter-agency working committees.
 - Ensure ongoing contact with local service providers including schools and health providers.



- Administer the Child & Youth Mental Health and Addiction Program:
 - Maintain confidential records of client sessions and contacts.
 - Create and maintain current and accurate records of the number of clients served.
 - Create and maintain records on community presentations and workshops.
 - Secure the confidentiality of all client interactions and records.
 - Create a resource library of information on mental health and addictions.
 - Provide quarterly reports on the number of individuals and families served.
 - Conduct all tasks regarding all relevant legislation, policies, procedures, and best practices.

Youth In Transition:

- Ensure that program eligibility criteria are met.
- Assist eligible youth develop and achieve the goals that they have set for themselves through the program.
- Support eligible youth leaving care to identify, access and navigate adult service systems relevant to their needs, and transition to adulthood.
- Facilitate access for youth leaving care to existing culturally appropriate supports and resources in the community, by providing information and referrals that address individual needs and support/reinforce their strengths. Some of the supports and resources may include:
 - Housing supports.
 - Education resources.
 - Employment services and training.
 - Life Skills training (e.g., financial management, household management).
 - Health and mental health services.
 - Legal services.
- Support eligible youth leaving care to develop and maintain relationships with responsible, caring adults in the community to help them as they transition to adulthood.
- Foster communication and linkages with community agencies/organizations to improve access and mitigate barriers to services for youth leaving care
- Perform other related duties as required.

Family Support Worker:

- Service Responsibilities:
 - Providing support for the child/youth under his/her care during community outings.
 - Ensuring the safety and well-being of the child/youth while under his/her care.
 - Assisting in carrying out the plan for the child, youth or the family as directed by the Supervisor or designate.
 - Documenting clear and detailed case notes.
 - Modeling appropriate behaviours and language.



- Providing transportation for the child, youth and/or family as directed by the Supervisor or designate.
 - Establishing a healthy relationship with the child, youth, and family.
 - Encouraging positive communication with the child, youth, and family.
 - Empowering the child, youth, and family to feel worthwhile and valued.
 - Supervising family time.
 - Reporting immediately to the appropriate person, any child/youth who may need protection or at risk.
- **Organization Responsibilities:**
 - Reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work.
 - Acting in accordance with relevant legislation and Dnaagdawenmag Binnoojiiyag policies, standards, procedures, and best practices.
 - Proposing changes within Dnaagdawenmag Binnoojiiyag that would improve the quality of service to the children, families, and communities we serve.
 - Developing and maintaining respectful, cooperative working relationships to contribute to integrated, seamless service delivery to our children, families, and communities.
 - Understanding his/her role and responsibility in maintaining a safe workplace and reducing workplace injuries.
 - Ensuring accuracy, confidentiality, and safekeeping of agency records.
 - Participating constructively in the supervision process with the Supervisor.
 - Performing other tasks and duties as assigned by the Supervisor.

Other Duties:

- Other duties as assigned.

POSITION REQUIREMENTS

Education and Experience Requirements:

- Bachelor of Social Work OR;
- Child and Youth Worker Diploma combined with a minimum of two years' experience working with children and families in a similar position.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing setting would be considered an asset.

Availability Requirements:

- Our office hours are 8:30am - 4:30pm, Monday to Friday, with a one-hour unpaid lunch. However, based on the needs of those we serve, our frontline staff regularly find themselves working outside of these hours, including evenings, weekends, and holidays.



Knowledge Requirements:

- Knowledge of The Child and Family Services Act, The Youth Criminal Justice Act, and any other relevant legislation.
- The causes and symptoms of mental health and addictions issues.
- Knowledge of prevention strategies, conducting needs and risk assessments and substance abuse.
- Knowledge of the impact of trauma and its effects on family dynamics.
- An understanding of crisis management and the ability to deal with life-threatening situations including the prevention of suicide.
- Individual, group, and crisis counselling methods.
- Funding requirements for treatment services.
- Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit, and Métis Communities we service.
- A good working knowledge of community services within the Dnaagdawenmag Binnoojiiyag Child & Family Services catchment area and surrounding areas to assist in service provision.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the Sixties Scoop upon them is essential.

Ability Requirements:

- Ability to use authority constructively in highly chaotic and conflicted situations.
- Ability to work co-operatively and negotiate effectively within a team setting, the program, the agency, and outside resources.
- Demonstrated ability to write clear, concise reports and be able to meet deadlines.
- Demonstrated competence in working effectively with children, adolescents, and families in a planned, process-oriented, goal-directed method.
- Analytical and problem-solving skills.
- Mediation and negotiations skills.
- Conflict resolution skills.
- Demonstrate good decision making in dealing with safety issues and with aggressive and/or intoxicated clients, if required.
- Effective verbal and listening communication skills.
- Public relations and speaking skills.
- Effective written communications skills including the ability to prepare proposals, reports, and policies.
- Stress management and time management skills.
- An ability to manage case files on an independent basis.
- Ability to work cooperatively as part of a team.
- First Aid (Including Mental Health) & CPR.
- Applied Suicide Intervention Skills Training.



- Non-Violent Crisis Intervention Training.

Mandatory Requirements:

- Must be willing to work flexible hours including weekends, evenings and holidays as required.
- Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS).
- Able to provide a safe vehicle for use on the job, an acceptable Driver's Abstract, evidence of a valid Ontario Driver's License and of Personal Liability & Property Damage insurance coverage for at least \$2,000,000.00.

WORKING CONDITIONS

- You will be provided a working location with a hybrid work from home option available.
- Travel within the catchment area will be required from time to time.
- At our Agency, we actively encourage a healthy work life balance and aim to ensure working hours do not exceed 35 hours per week and/or do not need to be conducted during evenings and weekends. We recognize however, that the needs of the children, youth and families that we work alongside do require services outside of these hours. We have a flexible work policy where we aim to maintain an 8 hour schedule (inclusive of a 1 hr lunch), but there are occasions where such planning is not possible. In this role, you will need to have flexibility in your work schedule.

STARTING SALARY RANGE

- \$55,114.57- \$ 60,135.92, depending on qualifications and experience.

TO APPLY

- Please email the following to careers@binnoojiiyag.ca
 - Application for Employment (available at www.binnoojiiyag.ca)
 - Please indicate preferred location in your application
 - Resume (include 3 work related supervisory references)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis, and those with close affiliations.