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Join our Amazing E Fry Ottawa Team!

Youth Reintegration and Diversion Worker

The Elizabeth Fry Society of Ottawa is a not-for-profit, feminist community agency offering programs and services to women and men in conflict with the law. Our youth program is aimed at working with young women/men between the ages of 12 and 17 years to reduce the risk of recidivism, as well as to support their successful integration into school, work, home and the community. The Youth Reintegration and Diversion Worker is a full-time position in a unionized environment.

Job title: Youth Reintegration and Diversion Worker
Reports to: Manager, Community Programs and Services
Hours: 37.5 hours/week
Language: **Bilingual Imperative – English and French (candidates will be required to demonstrate that they meet the language requirements)**
Salary: \$20.27/hour

Core Responsibilities

Working as part of a team, the Youth Reintegration and Diversion Worker provides support services to young women/men aged 12 to 17, who are criminalized or may become criminalized. The Youth Worker provides community-based programs and interventions that address the criminogenic needs linked to the probability of reoffending. Services are designed to increase pro-social behaviour by teaching skills necessary to assist young persons to be healthy, productive and responsible members of society. This position requires mostly daytime work with some evening and weekend work.

Intake and Assessment

- Receive referrals and collaborate with Youth Probation Services to deliver services as determined by the individualized case management plan
- Complete new client intakes and assess client needs and determine service goals
- Conduct ongoing assessment with each client in order to assess the needs of the young person and to determine appropriate intervention
- Attend case management meetings with the Boys and Girls Club, Youth Probation, Talitha House and the St. Lawrence Youth Association – Sundance, as required

Ongoing Support

- Advocate for clients and liaise with community-based agencies as needed
- Provide individual and/or group counselling to vulnerable youth
- Plan and deliver programs to address the social, behavioural and other needs of youth in conflict with the law
- Ensure that adequate case coordination is maintained between E Fry Ottawa, Youth Probation Services, schools, other social services agencies, and other involved professionals in the community as needed
- Assist youth to access employment, educational and volunteer opportunities that promote self-sufficiency, independence and community integration
- Liaise with youth treatment centres/professionals and provide appropriate referrals
- Provide crisis intervention strategies as required and work with youth to ensure their safety
- Participate in relevant community meetings and/or on relevant committees

Other responsibilities

The Youth Reintegration and Diversion Worker is responsible for ensuring compliance with the relevant provisions of the *Youth Criminal Justice Act* and meet the safety and reporting expectations established by the Ministry of Children and Youth Services and Youth Justice policies and procedures. The position requires ongoing collecting and maintaining statistical information for monthly and quarterly reporting purposes. The Youth Worker will also attend monthly staff meetings and case management meetings as required and undertake other duties as may be assigned by the Manager, Community Programs and Services to improve or enhance the delivery of service. All E Fry Ottawa staff are responsible for promoting and delivering on the mission, vision and values of our organization.

Qualifications

Required education and experience

- A post-secondary degree in social work, human services, criminology or a similar degree is required. **A degree in counselling is preferred**
- A minimum of two years' experience providing group and individual counselling to female/male youth
- Relevant experience in working with youth involved in the sex trade, troubled youth and/or street youth
- Experience developing and implementing case management plans
- Must have a valid driver's license and access to a vehicle
- Valid First Aid/CPR and Non-Violent Crisis Intervention (NVC) certification required within the first six months.

Required knowledge, capacity and commitment

- A demonstrated understanding of the *Youth Criminal Justice Act*
- A solid understanding of factors that contribute to youth involvement in the justice system
- An understanding of mental health and addiction issues and its impact on youth
- An ability to work from a feminist analysis and an awareness of intersectionality and its impact on youth
- Endeavor to keep abreast of issues, information and education related to the needs of youth
- An excellent understanding of youth community resources available in the Ottawa area
- Excellent interpersonal skills and ability to engage with and establish trust relationships
- Strong motivational interviewing skills and crisis intervention skills
- Strong organizational and reporting skills to meet funder requirements
- Excellent verbal and written communication skills in both French and English

The successful candidate will be required to pass a security clearance at the Protected B Level and to have an updated clear Criminal Record Check (for vulnerable populations)

Are you an ideal candidate?

In addition to the above requirements, some "great to have" qualifications include:

- You have a genuine interest in working with vulnerable youth with care and empathy

Apply by 12:00 pm – October 26, 2020

Please submit your resume and a cover letter to Diane Serré, Manager, Community Programs and Services, through careers@efryottawa.com

Tell us how you meet or exceed the above required and "great to have" qualifications

We thank all who apply. Only those selected for an interview will be contacted.