JOB DESCRIPTION

Position: Youth Care Worker (Part-Time)	**Reports to:** Shift Supervisor
Supervises: None	
Department: Youth Justice – Secure	**Location:** Secure Custody – Petersburg
Classification: Staff	**Bargaining Unit:** USW, Local 838

Overview:
The Youth Care Worker is responsible for providing day-to-day support and supervision to male youth in a Secure Custody facility. The Youth Care Worker will engage in appropriate behaviour interventions and will actively participate in providing an effective, supportive, and respectful care system for the youth in custody. The Youth Care Worker may be responsible for assisting in program development.

Specific Responsibilities:

- Provide supervision and support to youth who have been in conflict with the law in a custody facility as well as in the community.
- Engage in behavioural interventions using approved methods and training.
- Implement appropriate discipline and consequences in accordance with Ministry requirements and Ray of Hope policy and procedure.
- Provide an effective, supportive and respectful care system for the residents, including building appropriate relationships and maintaining boundaries.
- Develop, organize, implement and participate in social, recreational, and skills programs with support of other team members, social worker, and program supervisors.
- Complete admission and discharge of residents following established procedures.
- Prepare and complete detailed written logs, incident reports, and other documentation.
- Establish professional, helpful and supportive relationships with residents' family.
- Attend to residents' health, medical and dental needs.
- Attend to residents' ethnic, heritage, cultural and spiritual needs.
- Conduct effective searches of person, facility and property.
- Provides safe and secure transportation to residents in and out of the facility.
- Assist in staff orientation, training and mentoring.
- Attend and actively participates in shift changeover meetings, case management plan meetings, team meetings and committees as may be assigned by the management team.
- Attend public, education, Ministry or other meetings and trainings as required.
- Contribute and participate in the upkeep and maintenance of property.

- Follow occupational health and safety policies and programs and report and take action on unsafe working conditions or work environment.
- Assume other duties as may be assigned.

Competencies:

In order to be successful in this position, candidates must display the following competencies:

Problem Solving/Decision Making Compassionate Passion/Energy Integrity Adaptable Relationship Building Teamwork Motivation Communication

Qualifications:

- Education:
  - Completion of post secondary education (Diploma/Degree) in a related field; or
  - No education required with ten (10) of years of directly related experience working with young offenders.

- Experience:
  - 1-2 years experience working with youth an asset

- Certifications:
  - Understanding and Managing Aggressive Behaviour (UMAB) Certificate
  - Level C CPR, First Aid/AED Training

- Knowledge/Skills/Abilities:
  - Demonstrated knowledge of facility protocols;
  - Demonstrated knowledge of high risk offenders.
  - Demonstrated ability to prevent and/or manage aggressive behaviours including physical intervention.
  - Proven ability to identify and manage group dynamics and facilitate group process.
  - Proven ability to organize and deliver social, recreational, and skills programs.
  - Demonstrated knowledge of legislation and rights as they apply to young offenders and residential Youth Care Workers.
  - Demonstrated knowledge of the facility mission, philosophy, policies and procedures.
  - Demonstrated knowledge of the Children's Service System.
  - Communication (written, oral, interpersonal) skills.
  - High level of empathy and listening skills.
  - Ability to manage workload and give priority to tasks.
  - Ability to interpret and implement organizational policies and procedures.
  - Proven problem identification and problem solving skills.

Requirements:

- Police Records Check, including a screening with the vulnerable sector
- Medical Form, including up to date immunizations, T/B Test and Fitness Confirmation
- Valid, unrestricted, “G” Class Driver’s licence
- Ministry of Transportation 3-Year Driving Record

Working Conditions:

- Constant standing (33%), sitting (33%) and walking (33%).
- Frequent use of mental capabilities and concentration.
- Possible exposure to hazards such as harassment, physical or verbal aggression or aggressive behaviours, witness to harassment or violence, and similar variables
- Possible risk of vicarious trauma.
- Infrequent exposure to environmental hazards, including Hot/Cold and regular environmental variables
- This position requires the person to consistently work with and around others.
- Physical Demands:
    - Often required to ascend or descend stairs.
    - Rarely required to stoop
    - Rarely required to kneel
    - Rarely required to reach above shoulders
    - Rarely required to reach below shoulders
    - Must have the ability to restrain male youth if necessary in an unpredictable environment.