



FOR YOUTH INITIATIVE

External Job Posting

POSITION TITLE: Community Legal Consultant
POSITION DETAILS: 6 month contract
REMUNERATION: \$125/hr; approx. 40 hrs/month
APPLICATIONS DUE: September 18th, 2020
START DATE: October 2020

ORGANIZATION DESCRIPTION

For Youth Initiative (FYI) is a non-profit organization that has served, inspired and advocated for thousands of teens and young adults in York South-Weston since 1995. We provide year-around services and programs to local youth to meet their needs and empower them to reach their full potential. Every young person's journey is unique and their needs are too.

Our Youth Justice R.I.S.E. program serves youth ages 12 to 29 who are in conflict with the law, as well as those at risk of criminal involvement. Since its inception in 2014, the R.I.S.E. program has served 370 youth. R.I.S.E. has demonstrated the ability to support a young person to positively redirect the course of their lives and has contributed to creating a safer community for all. The R.I.S.E Program is staffed by the Youth Justice Case Lead who performs many functions including but not limited to: court support, legal system navigation, referrals, and advocacy. This program works closely with all other FYI programs to make internal referrals that directly address the needs of the youth participants. The R.I.S.E program provides support to youth living in York-South Weston as this is an area that is home to a large newcomer population and experiences a high rate of poverty. Low-income, racialized and newcomer youth are especially vulnerable when faced with the prospect of navigating the justice system without the financial means, legal education, and understanding of how to advocate for themselves in court.

POSITION SUMMARY

FYI employs a pro-social holistic care model that is designed to address the multitude of factors that may cause youth to become involved in the criminal justice system. However, we seek to increase the effectiveness of our model by expanding our access

to legal knowledge and expanding our capacity to provide direct legal services which are sorely needed in York South-Weston.

In order to achieve our desired state as an organization that is well equipped to provide legal support for our clients, we will require a legal consultant to conduct a needs assessment of our program with the goal of establishing strategic partnerships, identifying staff training opportunities and designing a robust intake, triage and referral process.

As the legal consultant you will need to understand the context, needs and priorities of the York South-Weston community and apply that understanding to the assessment of the R.I.S.E. program.

The consultant will perform the following activities over the first 6 months:

1. Conduct an internal needs assessment. This will include reviewing FYI's current program, meeting with an advisory committee of 3-4 members that will include community partners and possibly community members with lived experience with the justice system, and other activities deemed necessary by the consultant. The issues the needs assessment will review include:
 - What is FYI currently doing to address the legal needs of youth participants.
 - What legal needs do youth participants have that are not currently being addressed by FYI programs.
 - What training support is necessary for all FYI staff and what training is necessary for specific staff roles. The consultant will assess the need for and find programs that will train staff on topics such as formal court process orientation, legal terminology training, rules of procedure and limits for non-lawyers, the Youth Criminal Justice Act, and youth diversion.
2. Identify resources in the community that will assist the development of FYI's programming. FYI has already identified that the Court Support Worker Program Model through Luke's Place and the Immigration and Refugee Support Toolkit through The Council of Agencies Serving South Asians are potential resources.
3. Develop a formal intake, triage, and referral process. This will include two components:
 - **Infrastructure** - the consultant will identify:

- a) how FYI will initiate intake and triage by developing a formalized process for youth to enter the R.I.S.E. Program;
 - b) how FYI will identify legal issues by updating on our needs assessment forms;
 - c) update the legal information and resources we provide to youth participants;
 - d) develop a formal process for youth to be referred to external partners; and
 - e) develop a process for oversight of the program.
- **Partners** - the consultant will identify community organizations that have specific legal knowledge that will be useful for FYI to use as referral sources, to develop formal partnerships, and/or to use as peer learning models.
 - Organizations that FYI already has or is exploring formal partnerships with include: Pro-Bono Students Canada Osgoode; Justice for Children and Youth and Operation Springboard.
 - Current and potential referral sources include: Peacebuilders, Turning Point, and John Howard Society.
 - FYI will seek to learn from these partners about the models they use, their processes and outcomes, and additional resources that these organizations have access to.

Support documenting our processes in a procedural manual for R.I.S.E. Program that outlines best practices based on both FYI's successful pro-social model and the newly developed intake, triage, and referral process.

Skills, Knowledge, & Experience

- Canadian Law Degree Required
- 1 to 2 years of post-call experience in criminal or youth justice law or related area
- Experience working with: low income, marginalized, experience with youth or adult in criminal justice system, Experience with EJS and EJM, Newcomer communities, and/or Black communities is desired
- Experience working in community legal clinics
- Experience with or knowledge of social service organizations

How to apply

Please email your cover letter, resume, and three references to jessica@foryouth.ca

For Youth Initiative is committed to employment equity initiatives. We encourage residents of York- South Weston and surrounding communities and members of youth, ethno-racial, aboriginal, immigrant, francophone, refugee, LGBT and disabled community groups to apply and self-identify.

If accommodation is required during the hiring process, please advise at the time of application.