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## FOR YOUTH INITIATIVE Internal/External Job Posting

**POSITION TITLE:** Youth Justice Case Lead – 2 positions (1 F/T & 1 P/T)  
**REPORTS TO:** Youth Settlement and Leadership Manager  
**DETAILS:** One-Year Contract  
**SALARY:** \$42,000/year plus benefits (Full time)  
**Wage:** \$23.08/hour at 25hours a week (Part time)  
**CLOSING:** May 12, 2015, 5pm

### Organization & Program Description

The newly conceived Youth Justice stream involves the intense reintegration supports for youth within the criminal justice system. The model aims to reduce violence, with a focus on youth involved in gun offences. Our research indicates that youth involved in gun violence benefit from four key engagement elements; economic opportunities, educational attainment, family well-being and the reduction of social isolation (sound mental health). This program will strive to provide those four key outcomes for each participant.

### Position Summary

The Youth Justice Case Lead will directly support the most hard to reach young people who have experienced or are at risk of being involved within the criminal justice system, and/or are disengaged from education and employment. They will support them through case management to achieve specific goals related to reintegration and/or personal development. Examples of goals could include educational attainment, accessing economic opportunities, or securing housing with the ultimate outcome of developing and strengthening life skills such as planning, decision-making, and coping skills. The Youth Justice Case Lead will be responsible for extensive community outreach. They will also be responsible for program and curriculum development and facilitation. This position will work with the Youth Justice Manager to build and sustain a multi-sectoral wrap around partnership table so that youth can be provided the necessary supports from this network.



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## **Main tasks & responsibilities:**

### **Work Performed:**

#### **Outreach (30%)**

- Comfortable reaching out to and engaging target youth population
- focusing on high traffic and unconventional youth areas
- Utilize innovative strategies for outreach, engaging in both traditional and non-traditional methods to engage hard to reach youth
- Undertake an intake and assessment process with youth for determining program participation and assessing need
- Engage youth to identify issues, needs, barriers to accessing services in order to achieve goals and aspirations
- Providing youth with information, contacts, referrals services and support as needed to facilitate access to programs, services and opportunities i.e., recreation, housing, employment, education, health, including substance abuse, social abuse, social and emotional issues etc.

#### **Case Coordination (35%)**

- Manage a caseload of active youth clients and provide monthly one-on-one sessions that focus on developing and achieving personal goals
- Liaise with the client and caregiver(s) and or guardians with an aim of increasing supports available to individual participants
- Provide crisis resolution , solution-focused supports and follow-up plans as required
- Works collaboratively with youth, parents, probation, health promotion officers, schools, police and youth service providers to develop effective service delivery plans that ensure that youth have access to programs, services and opportunities needed for healthy development
- To facilitate connections between youth and their neighbourhood and promote awareness of the positive role of youth in the community.
- Identify and provide emergency crisis services as necessary
- Maintain comprehensive client files and case notes utilizing FYI's database software
- Work with the Youth Justice Manager to evaluate the programs and on submitting the necessary reports



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### **Wrap-around Table Supports (5%)**

- Develops and maintains a strong network and partnership table, especially to support the wrap around table and core programs
- Work closely with partners to ensure participants are referred to the one-on-one wrap around supports
- Identify and make warm referrals to external supports that will support individual youth

### **Program Implementation (15%)**

- Work with the Youth Justice Manager in designing programs, logic models and evaluation frameworks
- Facilitate FYI programs that build connections between youth and their neighbourhood and promote awareness of the positive role of youth in the community.
- To implement and maintain strength based and evidence based professional standards of practice within the program.

### **Administrative Support (15%)**

- Fill out weekly benchmark and daily work log forms, work schedule and scheduling updates, provide monthly reports to supervisor
- To maintain service statistics and recording of all services as required.
- Participate in staff and program meetings, trainings and development sessions
- Perform other activities, as required by the Youth Justice Manager

### **Required Qualifications:**

#### **Must Have Skills & Qualifications:**

- The minimum level of education preferred is a community college diploma in child and youth work and/or social services and/or community development.
- Adept at and interested in engaging youth of different and unique backgrounds, specifically those who are victims of violence and trauma, at risk of or currently involved in violent activity and/or the criminal justice system
- A thorough understanding of the issues facing youth in low-income communities and how these issues relate to youth violence and youth in the criminal justice system
- Demonstrated understanding of strengths-based, client-centered, and solution-focused approaches to counseling



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- Experience developing systems and processes to ensure the careful assessment, referral, and follow-up of complex youth cases.
- Experience working from an outcomes and evidence-based programming
- Fundamental knowledge and training regarding how to respond to crises and aggressive behaviours paired with ability to defuse conflict and manage stress.
- Crisis Prevention Intervention (CPI) and Understanding and Managing Aggressive Behaviour (UMAB) training would be an asset
- Knowledge of community resources for youth (such as social, legal, health and financial).
- A demonstrated ability to work within culturally diverse communities
- Knowledge and experience working within an anti-oppression and anti-racist framework, with understanding of and commitment to anti-oppression and social justice issues
- Ability to set priorities and manage deadlines with excellent administrative and time management skills.
- Proficiency working with Microsoft Office, client records software, etc.
- Must be available evenings and weekends

### Other Requirements:

A successful clearance of criminal record verification will be required when necessary for the position.

## How to Apply

Please send your cover letter, resume, and three references within **one document** in **MS Word or PDF format** by mail or e-mail to:

**ATTENTION: Hiring Committee - Youth Justice Case Lead**  
1652 Keele Street  
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Email: [hr@foryouth.ca](mailto:hr@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.*

**NO PHONE CALLS PLEASE**