



Employment Posting

RYSA has a vacancy for a Child, Youth and Family Worker. This is a 10-month (September to June) 35 hour/wk union position. The position requires working with an interdisciplinary team providing support to elementary school aged children in an alternative classroom. A degree in Child and Youth Care, Social Work or Social Sciences and one year previous work with children to develop social and emotional learning is required. The successful application will be a team player, energetic, fun, patient and adaptable. A vehicle is required for this position. Compensation is according to the CBA Grid 14 with full benefits. Please submit a cover letter and resume quoting competition #RSP-0710 by August 4th at 5pm. Applicants should be available for an interview in August. Submit applications attention to Hiring committee (with competition number in the subject line) by email to employment@rysa.bc.ca, by fax to 604-271-7626 or by mail to #100-7900 Alderbridge Way Rmd BC V6X 3E1. Only those selected for an interview will be contacted.

JOB DESCRIPTIONS RICHMOND YOUTH SERVICE AGENCY

Position Title:	Child and Family Worker
Program:	Richmond School Program
Department:	Children and Youth Services
Status:	Bargaining Unit
Wage:	Grid 14 Paraprofessional as per CBA
Headquarters:	100-7900 Alderbridge Way, Richmond (worksite will be at program location)
Vehicle	Required for this position
Date Last Revised:	November 26, 2007

Qualifications:

A minimum of a degree in Child and Youth Care, Social Work or Social Sciences and a minimum of one year previous work with children in a similar environment required. Direct program delivery experience in the child and family fields with a demonstrated working knowledge of child development. Knowledge relating to provincial and community support systems and an ability to conduct functional assessments is preferred. Experience working with word processing, spreadsheet and other relevant computer programs an asset.

General Skills and Abilities

The Child and Family Counsellor must possess the following:

- well developed interpersonal, counselling, conflict resolution, oral and written communication skills;



- a demonstrated ability to teach social skills to children in a variety of settings;
- a demonstrated ability to assist children in working effectively with various systems;
- understanding and ability to work with a range of children with diverse behavioural challenges;
- good organization, time and general management skills; and
- an ability to work as part of an effective team with other program staff, educators, parents and other community professionals.

NOTE: Statements included in these guidelines are intended to reflect in general the duties and responsibilities of this classification and are not to be interpreted as being all inclusive.

Relationships

Reports to:	Executive Director/ Manager of Programs (Overall responsibility) Coordinator, RSP (For day to day operations)
Subordinate Staff:	supervises volunteers and/or practicum students
Other Internal Contacts:	all other RYSA staff
External Contacts:	RSP program based staff, MCF social workers, school Administrative Officers, Area Counsellors, mental health workers, health nurses, and teachers of the Richmond School District, other community support workers and professionals

Summary Statement

Staff in this position work closely with a multi-disciplinary team. The ability to work in a team environment is key to this position. Although client numbers are kept low, close work and communication with parents/guardians and home school is expected.

Domains

A) Individual counselling and support

- Collaborates to prepare case histories and background information, makes a comprehensive assessment of the situation and outlines the services provided.
- Assesses individual needs of clients in the context of school, family and the community in the development of service plans, strategies and activities.
- in collaboration with the RSP team: develops and implements counselling and intervention strategies to assist clients.
- Evaluates the effectiveness of support and the clients' progress. Works with the clients' identified strengths in order to move towards defined and measurable goals.
- recognizes potential crisis situations, analyzes such situations accurately and develops and implements effective strategies.



- provides emotional support and feedback to clients through regular, scheduled contact using diverse and individualized strategies.
- provides life skills training and facilitates physical, recreational, social and educational community activities.
- mentors and models effective communication, problem solving and coping skills.
- makes referrals for additional services and support as required.
- evaluate goals and service plans in consultation with clients, parents/guardians, RSP staff and other professionals when appropriate.
- collaborates with RSP team to create and implement an integration plan back to the students home school.
- ensures that the client's personal integrity is respected by the systems with which they are involved.
- assists clients in overcoming systemic barriers in accessing community or government services.

B) Group work

- coordinates and plans sessions that meets the needs of group participants.
- uses age appropriate facilitation skills and techniques that foster and encourage the participation of clients.
- conducts program evaluation and obtains client feedback on group effectiveness, materials presented and facilitation style.

C) Family support

- offers family support, parental skills, and parent education to client families in coordination with the RSP interdisciplinary team.
- acts as a liaison between client families and various community systems.
- makes appropriate community referrals for additional services.

D) Community liaison

- maintains thorough knowledge of community resources and agency contacts.
- creates and maintains a liaison between the client, teachers and other school professionals and any medical, social service, or other agencies in the community with which the client is involved.
- works with other involved professionals to provide continuity of support and integration of services.
- supports the child and family to connect community based resources and activities.
- helps to provide programming support and activities during summer months.
- consults with other professionals regarding client's progress.
- participates in relevant community committees and task forces.
- family support when family issues are impacting on students' success at school.
- provision of follow up support to students and their school environments.



E) Administration/Miscellaneous

- attends all RYSA staff meetings.
- provides reports and statistics to the funder as needed.
- maintains adequate client files and prepares timely reports consistent with the program requirements.
- Participates in team meetings with the program and community meetings as required.
- seeks supervision from her/his overall supervisor and clinical supervisor on a regular basis.
- subscribes and adheres to ethical principals of service as outlined in the code of ethics of the Child and Youth Care Association of BC.

Additional Information

It is recognized that the majority of the work will take place on site at the program with a large portion of time spent in the classroom and with students during non-instructional time. At no time should the Child, Youth and Family Worker take on activities that would be considered part of the curriculum or for marks. It is also understood that this position works with children with challenging behaviours and needs to be adaptive, proactive and work with the team towards goals and objectives.

The second part of this job is supports to families. Scheduling activities and meetings with families or guardians should take place as much as possible during regular office hours and in a way that minimizes impact on the classroom. Flexibility, however, is needed to ensure effective support and advocacy for families. Employees are expected to practice in a culturally sensitive manner.

It is understood that the clinical nature of the RSP requires clinical supervision. This supervision and the accreditation of the program is through Health and the School District. Staff are to participate and obtain support from their clinical supervisor within the program. Overall supervision, support and guidance can be obtained through RYSA.

A vehicle is required for this position and compensation for use will be provided as per the collective agreement.