



## **JOB POSTING**

### **Youth Development Worker (YDW) – The Drop Program (Lawrence Heights & Neptune Communities)**

**Full-time - 35 hours per week, October 2020 – October 2021  
Potential for contract extension beyond 1 year**

**Salary \$43,540 to \$51,580 per annum (commensurate on experience & education)**

Unison Health and Community Services is a non-profit, community-based organization that serves neighbourhoods in North West Toronto. Operating out of six locations, Unison offers core services that include primary health care, counselling, health promotion, Early Years programs, legal services, harm reduction programs, housing assistance, adult protective services, Pathways to Education™ and a Diabetes Education Program. Unison's mission is working together to deliver accessible and high quality health and community services that are integrated, respond to needs, build on strengths and inspire change.

Unison Health and Community Services is committed to working from an inclusive, pro-choice, sex positive, harm reduction, anti-racist, anti-oppression and participatory framework.

We are seeking a full-time Youth Development Worker (YDW) to build relationships and provide individual case management to youth who are out of high school (ages 16-29) and living in the Lawrence Heights and Neptune communities. This position is funded through the Youth Violence Prevention grant from the City of Toronto. The ideal candidate will be passionate about reducing violence in the community, and will have a strong understanding of the roots/social determinants of health of youth violence.

The Youth Development Worker for The Drop Program will report to the Manager of Housing Services and Harm Reduction Programs.

#### **Job-Specific Responsibilities:**

- Develop and maintain trusting relationships with local youth, including those who are harder to reach.
- Work with them to make a step-by-step action plan to meet their self-identified wants, needs, and goals.

- Provide motivation to work their way through their plan, as well as system navigation, advocacy, referrals, and case management as appropriate.
- Offer informal counselling, psychoeducation, harm reduction education as appropriate.
- Develop and maintain relationships with Unison colleagues, community partners, and community leaders.
- Participate in local community, youth and safety network meetings.
- Participate in regular Neptune Youth Council and Lawrence Heights Youth Violence Prevention Collaborative meetings.
- Keep confidential case files following Unison protocol.

### **Organizational Responsibilities:**

- Participate in team and organization-wide meetings and committees, initiatives and events.
- Develop work goals in conjunction with supervisor, identifying action plans, learning objectives and professional development needs.
- Participate in performance appraisal process including a self-evaluation component.
- Adhere to all policies and procedures of the organization.
- Submit encounter data and/or statistics, administrative forms and reports in a timely fashion.
- Orient, supervise and support students and/or volunteers as required.
- Identify, report and debrief on client safety incidents, good catches, occupational health and safety incidents and near misses.
- Other duties as required.

### **Job Specific Qualifications:**

- Relevant diploma, degree, certificate or professional training in area related to youth, including but not limited to social work, community development, social services, education, or recreation.
- 2-3 years of experience working with youth most vulnerable to involvement in serious violence and crime (MVP youth), preferably in Lawrence Heights and/or Neptune, or in a similar community.
- Knowledge of approaches to providing support to youth with special needs, MVP youth, and youth from low-income and/or culturally diverse communities.
- Detailed knowledge and understanding of the strengths, capacities, barriers and challenges faced by youth in the area.
- Knowledge of community and social service resources, particular services for youth which can support their individual emotional and social development.
- Experience serving Unison's priority populations including youth facing barriers, people with mental health and addictions, and 2SLGBTQ+.

- An understanding of issues affecting the Lawrence Heights and Neptune communities.
- Ability to communicate in another language is an asset, particularly if it is a language spoken in the community.
- Lived experience as a youth who faced multiple barriers is an asset.
- Proficient computer literacy skills.
- Flexibility, as some evening and/or weekend work will be required.

**Interested candidates are asked to email a résumé with covering letter by 9:00 am on September 21, 2020 to:**

Hiring Committee – Youth Development Worker  
Unison Health and Community Services  
[hirings@unisonhcs.org](mailto:hirings@unisonhcs.org)

**Please cite UN\_2020\_021 in the subject line of the email.**

We welcome applications from people who are reflective of the diverse communities we serve, including those who might need accommodation.

Where needed, accommodations for applicants with disabilities will be provided, on request, to support their participation in all aspects of the recruitment process.

Please note that due to the volume of applications, only those applicants selected for interviews will be contacted.