



Brampton Multicultural Community Centre

YOUTH ENGAGEMENT SPECIALIST

INTERNAL & EXTERNAL POSTING

Position: Full Time | **Working Hours:** 35 per week | **Location:** Peel Region

Brampton Multicultural Centre (BMC) is a charity, established in 1987, that provides settlement and social services to newcomer, immigrant and the larger community in the Peel Region. Our mandate is to enable less advantaged individuals, families and groups in the community to achieve their potential, improve their life skills and build their futures. BMC also offers a variety of programs and services to assist youth, develop their leadership skills, enhance their community engagement and prepare them to meet the needs of the present labour market. The Youth Engagement Specialist will provide outreach, case management and facilitate multi services, for at-risk youth (ages 12-20) focusing on preventing, intervening and suppressing gang involvement and youth violence. This position is dedicated to recruiting, managing, engaging and supporting youth at risk who are gang involved or at risk of gang involvement and/or criminal activities by developing necessary employment attitudes, skills and behaviors and help them obtain employment experience.

RESPONSIBILITIES

- Develop an outreach strategy plan and conduct on-going monthly information sessions to create awareness about the issues of youth gangs and the risk factors associated with gangs, and create visibility of the program in Peel to ensure that eligible youths are referred into the program
- Perform needs assessment to determine youth needs and create an individualized care plan tailored to fit the youth's needs: develop safety plans, crisis coping skills, as well as more life skills/cognitive skills to promote positive social behaviour
- Act as a positive adult role model to clients including: ongoing feedback, accountability, positive discipline, emotional support, effective communication skills, conflict resolution skills etc.
- Plan, develop and deliver Life Skills sessions to youth on different topics such as exiting gangs, violence, personal awareness, problem solving, healthy relationships, anger and conflict management, finding and keeping a job, self-esteem, healthy living, etc.
- Conduct Employment Readiness Training to youth on various topics such as employer expectations, job search skills, interview techniques, resume development, workplace etiquette
- Participate in the coordination of services and program development in a multidisciplinary team setting.
- Support youth to find employment and job coaching, if needed.
- Develop community partnerships, e.g. CAS, Parole Officers, School Guidance Counsellors/MSEP Counsellors to engage and orient them about the program
- Maintain all required documentation in an accurate, professional, and timely manner. This includes, but is not limited to: needs assessments, individual service plans, client files, case notes, reports, and outcomes statistics
- Attend staff meetings, training and represent BMC at networking and partnership meetings
- Any other related duties complementary to the job
- Reports to Executive Director or his/her designate

QUALIFICATIONS/SKILLS

- Completion of a college or university degree in social work, child and youth care, counselling or other social science program. Plus two years' work experience in a social service environment working with at risk youth and their families in a culturally diverse, low income community
- Knowledge and experience with case management
- Demonstrated experience working with gang involved youth is a definite asset
- Knowledge of service systems and clinical issues pertinent to gang involvement, intervention, and support services
- Strong leadership skills to guide, motivate and inspire youth to take action to successfully complete the program
- Outstanding interpersonal, communication and facilitation skills
- Must have understanding, ability, physical health, emotional stability, and personality suited to meet the physical, mental, emotional, and social needs of the at-risk population served
- Well organized, team player who is able to take initiative, manage change/transitions with the ability to prioritize and multi-task and meet deadlines and targets
- Ability to work with diverse groups of participants and establish rapport successfully
- Effective report writing and ability to conduct program evaluation
- Experience working with the local government and youth service providers is an asset
- Strong computer skills (Word, Excel, PowerPoint, Outlook), Social Media (Facebook, Twitter, LinkedIn etc.), Adobe software, and Web based databases (CAMS)
- Fluent in English; ability to speak, read and write another language is a definite asset
- Flexible to work evenings or weekends if and when required
- Police Record Check for Vulnerable Sector is required at your own expense
- Must own vehicle and a valid driver's license, and liability insurance that covers your vehicle to be used for job related travelling as and when needed.

Please submit your resume along with a cover letter in ONE document (PDF, Word or RTF) referencing:

BMC-JC-0193-Youth Engagement Specialist by August 20th, 2021 to:

Human Resources Department
Brampton Multicultural Community Centre
197 County Court Blvd, Suite 303
Brampton, ON L6W 4P6
Fax: 905-874-6100
Email: hr@bmccentre.org

BMC is an equal opportunity employer that promotes the principles of diversity and equity, and adheres to the tenets of the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act. Accommodations are available upon request; all requests must be made to the HR department in advance.

(WE THANK YOU FOR APPLYING. ONLY CANDIDATES SELECTED FOR AN INTERVIEW WILL BE CONTACTED)