

## Job Posting

**Position Title:** Indigenous Youth Outreach Worker

**Employment Status:** Temporary Full-Time Contract until March 31, 2025

**Position Status:** This is a Bargaining Unit position. All terms and conditions of the collective bargaining agreement apply.

**Job Posting Deadline for Internal Candidates:** June 14, 2024, at 5:00pm

**Hours of Work/Schedule:** Monday to Friday, 35 Hours per week (includes one evening shift per week, Occasional weekend work)

**Position Reports To:** Manager, Health Equity and Priority Populations

**Director:** AVP ICE

**Salary Range:** Annualized salary range \$50,191 - \$60,542, commensurate on skills and experience, plus participation in HOOPP.

**Primary Work Location:** Oshawa, ON; this position requires travel to provide services in the community and at all DCHC sites.

### Organization Overview

Durham Community Health Centre is a recognized leader in redefining the experience of community-based health and wellness services. We provide access to high quality holistic and inclusive care that is responsive to the needs of the community and empowers individuals to enhance their own well-being.

Our name embodies what we do every day – we care. Caring for the health and wellness of our communities' residents is the cause that unites us. It shapes our thinking and guides our actions.

Durham Community Health Centre is a registered charitable organization providing a variety of free, community programs and services including: health promotion and wellness programs; primary care, counselling and mental health; diabetes education; Hepatitis C screening, treatment support, education and outreach; geriatric assessment & intervention; young parent support, youth programs, Indigenous programs; community development programs; and fundraising events which include developing charitable partnerships/sponsorships to fund programs.

In line with the CHC Model of Health and Wellbeing, our expert team works with our clients to provide holistic care, support, and wraparound services that empower clients to improve their health and wellness. We strive to be accessible to those in the community who face access barriers like culture, gender, geographic isolation, homelessness, language, physical disabilities, poverty, and race.

We are Durham Community Health Centre! Care. Compassion. Community

### Position Overview

The Indigenous Youth Outreach Worker will provide outreach to youth (12-21) who may be at-risk, vulnerable and marginalized. The Indigenous Youth Outreach Worker will support clients in advocating for their needs and assist with navigating the social service system. This position will coordinate, design and deliver health promotion, harm reduction, life skills, and education programs to Indigenous youth. They will provide support services and promote referrals to health care and social services. Additionally,

the Indigenous Youth Outreach Worker will collaborate within an inter-professional team of health professionals across the community network that influence the health environment targeted to clients, as well as within the Agency's team structure, in support of goals that align with and achieve the Agency's strategy, Mission, Vision and Values.

### **Key Responsibilities:**

#### *Outreach and Support*

- Strong knowledge and awareness of Indigenous culture and history, Indigenous youth engagement and community outreach; knowledge of an Indigenous language(s) will be considered an asset.
- Knowledge and experience working with urban Indigenous communities, including children, youth, adults and families.
- Active outreach in the community to support at-risk Indigenous youth, assist clients in advocating for their needs, and assist in navigating the health and social service system.
- Deliver group and individual support, relevant treatment/service referrals, health promotion/prevention and harm reduction education.
- Assist clients with needed paperwork such as applications for birth certificates, health cards, medical appointments, support applications, as may be required.
- Assist clients to develop their capacities around health promotion/treatment/medical scheduling and health and wellness, taking into consideration the relevant social determinants of health for each individual.
- Assist Indigenous Team with Programs and Events.

#### *Community engagement, collaboration and partnership building:*

- Maintain current, and develop new partnerships with community organizations, networks and service providers who work with the assigned priority client population to promote relevant health promotion/harm reduction education, awareness and linkages to support services.

#### *General Administration*

- Routinely compile, enter and report confidential data at agency and funder's request. Client documentation is within two reporting systems.
- Ensure that all necessary reports are completed and submitted to the appropriate sources, meeting set deadlines.
- Participate in the planning of program evaluation initiatives.
- Participate as a team member in all team functions- program planning, team meetings and case conferences. Network with internal and community partners to ensure an optimal continuum of health & social services through all stages of relevant health promotion/education, support, care and treatment.
- Maintain and develop professional competencies and learning. Perform other related duties as assigned.

Other duties within scope of duties include:

### **1. Human Resources (HR)**

- Adheres to and applies organization-wide policies and practices in support of organizational health, and performance management;
- Adheres to and applies established compliance measures within legislative requirements and employment principles (e.g., AODA, Human Rights Code, Ontario Employment Standards, Respect in the Workplace);

## 2. Health & Safety

- Ensures work performed are in a safe and healthy manner in keeping with the Agency's obligations under the Occupational Health & Safety (OHSA) legislation, and as guided through the Agency's Health & Safety program.

### **Working Conditions**

1. May be exposed to illness and unsanitary conditions in which established H&S protocols must be adhered to at all times. May be in contact with individuals and families in crisis as a result of mental health issues, and whom may be using substances and/or are not attentive to personal health and safety for themselves.
2. May have to manage physically threatening clients and be prepared to be responsible for own safety and safety of others, within H&S protocols.
3. May be placed in life-threatening situations for others such as instances of attempted suicide, violence or other mental health and physical health related risks – requiring crisis management protocols.

### **Qualifications**

1. Diploma or Degree in Social Work, Social Service Work, Child and Youth Work, relevant Sciences or the Humanities required.
2. Experience and knowledge of health promotion and education, community organizing techniques, social marketing, program design and evaluation within the Indigenous community.
3. Personal connection to and experience with Indigenous cultures, teachings, and ways of being.
4. At least two (2) years of experience in working in a community setting is required.
5. Screening, intake and assessment skills required.
6. Thorough knowledge and experience of assigned client population, relevant program/services, harm reduction, health education and peer support models are required.
7. Strong knowledge of issues affecting marginalized communities and relevant vulnerable sector clients.
8. Experience working with diverse agencies and working successfully in partnership with these agencies.
9. Experience working with newcomers, including racialized communities.
10. Thorough knowledge and understanding of the local health and social service sector, government programs and current legislation that may affect clients.
11. Demonstrated ability to work under pressure, to anticipate potential problems/conflicts and take appropriate actions and to meet deadlines.
12. Excellent interpersonal, presentation, and communication skills.
13. Demonstrated ability to work independently and as a team member within an evolving role in a multi-disciplinary environment.
14. Excellent advocacy and negotiation skills.
15. Strong commitment to health promotion and community development.
16. Excellent knowledge of MS computer applications and other office related software.

17. Ability to work some evening and/or weekend shifts.
18. Valid driver's license is required and experience driving larger vehicles is an asset. Required to travel regularly within Durham and surrounding area, using own vehicle.

**Applications are encouraged from members identified of the four designated groups: women, aboriginal peoples, persons with disabilities, and visible minorities.**

**Full vaccination against COVID-19 is mandatory for this position (Durham CHC will however adhere to its duty to accommodate those who are unable to be fully vaccinated for a reason related to a human right protected ground).**

**Application Process:**

- 1) If you are interested in being considered for this position, please submit a cover letter and resume outlining your qualifications and expectations by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). This position will remain posted until filled.
- 2) While we thank all applicants for their interest in applying, only those qualified and considered for an interview will be contacted. All applicant submissions will be kept on file for six months, for future consideration.
- 3) All applicants are encouraged to provide a valid email address for communication purposes. Applicants may receive written correspondence regarding this job posting directly to the email address provided on their resume. As an applicant, it is your responsibility to ensure that you check your email regularly.
- 4) All positions are subject to the successful completion of the following pre-employment conditions for all external hires: Reference Checks; and Criminal Background checks (including Vulnerable Sector Screening).

**Durham Community Health Centre is committed to complying with all applicable standards as set out in the Accessibility for Ontarians with Disabilities Act, 2005 (AODA), the provisions of the Ontario Human Rights Code, and any other applicable legislation. Accessibility:** If you have accessibility needs and require alternate formats or other accommodations, please contact Human Resources at 905-723-0036, or by email to [recruiting@durhamchc.ca](mailto:recruiting@durhamchc.ca). **Durham Community Health Centre, and staff are dedicated to creating an inclusive environment that welcomes diversity.**