



Overnight Support Worker – Full Time Weekends

Boys & Girls Club of Greater Victoria's Mission is to provide safe, supportive places where children, youth and families experience opportunity, overcome barriers, develop skills, positive relationships and confidence for successfully leading their lives and communities. We provide social, recreational and developmental services to children, youth and their families that support all aspects of our Mission.

The Agency supports practice through a trauma-informed lens, placing a priority on participant safety, choice, and self-determination. Our programs are approved by the Commission on Accreditation of Rehabilitation Facilities (CARF).

Position Summary

As an integral member of the substance management Full Time Attendance Program (FTAP) Team, the Overnight Support Worker will provide supervision and support to youth experiencing acute physical and emotional aspects of withdrawal with the goal of stabilizing the youth so that they may move on to the next phase of recovery. This position supports the overall goal of maintaining a safe and supportive environment that optimize the health and well-being of all youth participants. The Overnight Support Worker leads by example and demonstrates the active pursuit of intentional practice with a focus on outcomes and results. The Overnight Support Worker is responsible for adopting Agency Values and Code of Ethics to guide decision-making and professional behavior and complying with CARF accreditation standards, Agency policies, procedures and practices.

Working on a youth support team, you will provide supervision and support to 2 youth who live in a residential setting, so that they feel safe and secure. This role will be a part of our Orchard House substance management FTAP, a community-based alternative to being in custody for male adjudicated youths, aged 13-18 years. This position works in our 2-bed 24 hours staffed residence. There are always 2 staff on shift during the night hours (11:30am-7:30am).

Key Duties and Responsibilities

- Provides supervision and support to up to 2 youth in the residential component of the Substance Management FTAP
- Assists the youth in dealing with acute physical and emotional withdrawal symptoms
- Provides medication management according to Agency policy
- Supports the youth in following their individualized short-term goals as outlined in their Service Plan
- Observes youth interactions and activities to provide a safe and supportive environment
- Maintains appropriate care, supervision, and safety of participants at all times
- Utilizes ethical/safe behaviour management techniques when engaging with youth to encourage awareness and acceptance of a range of tolerable behaviour
- Utilizes teaching/learning strategies that are individualized to fit the youth's needs abilities and Service Plan
- Reports all known instances of the youth's non-compliance as per instructions specific to youth justice programs
- Demonstrates active pursuit and understanding program goals with intentional outcomes focused practice
- Provides support that is normalizing, individualized and respectful
- Maintains Case Notes by recording visits and relevant contacts with youth, family and community resources in accordance with accreditation standards and program standards
- Recognizes potential emergency situations and uses sound judgment in response following required health and safety protocols, standards and policies
- Analyzes situations accurately to mitigate risks



- Develops effective and appropriate strategies to deal with potentially dangerous situations; i.e., suicide threats, AWOL's, youth's aggressive behaviour
- Ensures safety risks are identified and appropriate interventions are applied
- Ensures participant has resources to develop and execute their own safety plan
- Maintains environments that are free from threat of harm
- Adheres to Program and Agency COVID-19 Health & Safety protocols
- Performs daily housekeeping duties as outlined in daily shift tasks and responsibilities
- Performs basic building maintenance duties as needed
- Develops weekly menus and prepares meals and snacks accordingly

Qualifications

- Relevant post-secondary education in Criminal Justice, Child and Youth Care, Social Work, Nursing, or related Human Services Field or a combination of 2 years relevant experience and education
- Experience effectively engaging vulnerable youth including crisis counselling
- Demonstrated ability to work effectively with others in a group and 1:1 setting
- Experience in medication management
- Must be able to work flexible shifts including overnight awake shifts and 12-hour shifts
- Current First Aid/CPR C certification
- Current FOODSAFE certification
- Criminal Record Check clearance
- Valid driver's license with reliable transportation
- Must be able to comfortably work alone for long stretches
- Demonstrated ability to work independently and as part of a multidisciplinary team

Assets

- Experience working in a residential setting
- Experience working with youth who are experiencing mental health and/or complex trauma
- ASIST or other suicide intervention training

Position Terms

- **Work Schedule & Wages:**
 - Friday Asleep Shift: 9pm-9am - \$16/hour
 - Saturday Awake Shift: 11:30pm-7:30am - \$20/hour; shift differential of \$1.50/hour when youth in residence
 - Sunday Asleep Shift: 9pm-9am - \$16/hour
- **Term:** Full-time, Permanent, 32 hours per week
- **Expected Start Date:** As soon as possible
- **Locations:** Metchosin and various across South Vancouver Island
- **Benefits:** Extended health coverage including dental, prescriptions, optical, life insurance, critical illness, long-term disability
- **Opportunities:** Professional Development



To Apply

- Please submit your resume and cover letter to employment@bgcvic.org, clearly demonstrating how your experience and qualifications meet our requirements
- In the email subject line, clearly state the name of the position you are applying to
- Please use our tagline “*Opportunity Changes Everything*” in the first line of your cover letter
- The job posting will remain open until the position is filled
- We thank all who apply. Only shortlisted candidates will be contacted

Important Note Regarding COVID-19

- This is a front-line position working in direct contact with youth, and it is considered safe according to governmental guidelines for pandemic outbreaks.
- As an organization we are taking the necessary precautions and adhering to all Provincial Health Services Authority (PHSA) recommendations on sanitization and social distancing in close proximity.
- Please do not apply if you are at risk with underlying health concerns or have your own personal concerns regarding social distancing that go beyond the PHSA’s recommendations as we cannot accommodate while adhering to governmental directives

Boys & Girls Club of Greater Victoria acknowledges the Lkwungen, WSÁNEĆ, T’Sou-ke, MÁlexeŁ and Scia’new people, whose traditional territories we live and work upon each day.