

**Looking for occasional shifts?  
Do you need flexibility around your life schedule?  
We've got what you're looking for!  
Pick the Shifts that Work for YOU!**

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 a Child & Youth Care Worker, On Call or Flexible Shifts, you join a team in a support role that is responsible for relationship-building and behavior management for children and youth within our licensed group child care programs for children 6-12 years of age. In this support role you will put your Child & Youth Worker skills to work, support group facilitation and implementation of predetermined programs while complying with licensing standards, CARF accreditation standards and Agency policies and procedures. The Child & Youth Care Worker is responsible for applying Agency Values in program and service delivery and throughout the fulfillment of position responsibilities. The Agency supports practice through a trauma-informed lens, placing priority on participant, safety, choice, empowerment and skill development.

### **Duties and Responsibilities**

- Implements structured, creative, and developmentally-appropriate programs
- Utilizes behaviour and learning strategies that are individualized to fit the participant needs and abilities based on their Care Plans
- Understands, promotes and adheres to site and program-specific boundaries and expectations of behaviour and conduct, licensing regulations, CARF, Agency policies, protocols, procedures, and industry standards of practice
- Facilitates participant engagement in daily program activities
- Communicates changes in participant behaviours, including the delivery and implementation of Care Plans
- Develops and implements program-specific expectations
- Employs preventative strategies and uses a strength-based approach when interacting with participants
- Actively engages and role models positive behaviours when leading activities
- Utilizes learning theory approach (visual, verbal and tactile/experiential) when interacting with participants
- Provides direct supervision and sets healthy boundaries including physical, environmental, emotional, psychological, and social to ensure participants safety
- Contributes to the implementation and/or development of innovative age-appropriate programs
- Assists with overseeing all daily operations in designated program area
- Adheres to Program and Agency Covid-19 Health & Safety Protocols
- Role models and promotes clear, consistent, professional communication and relationship-building among staff, parents/guardians and other community professionals
- Implements appropriate protocols and procedures when conflict arises within the staff team, supervisor, participants, and/or families

### Qualifications

- Relevant Post-Secondary Degree in Recreation, Education, Child & Youth Care, Social Work or equivalent combination of education and experience
- Minimum of 20 hours of training or courses in one of the following areas: child development, guidance, health and safety, or nutrition
- Minimum one year experience working with children and youth ages 5-12 (camp or licensed child care setting an asset)
- Positive Behavior Support Knowledge
- Demonstrated ability to implement daily activities and events for children in an exciting and engaging manner
- Demonstrated experience in relationship building and working with diverse family systems
- Ability to effectively communicate within a team setting
- Current First Aid & CPR C certification, mandatory
- Class 4 Driver's License (within 3 months of hire)
- Successful Criminal Record Check Clearance
- This position requires double COVID-19 vaccination

### Details

- **Wage:** \$18/hour + 4% vacation pay
- **Term:** Ongoing
- **Hours:** You choose how many shifts you wish to work from on-call to 40 hours/week
- **Shift Hours:** Monday-Friday 2:00pm-6:00pm
- **Location:** Langford, Colwood, Metchosin, Central Saanich, Esquimalt
- **Opportunities:** Professional development

### To Apply

- Please submit your resume and cover letter *stating the position that you are applying to and clearly demonstrating how your experience and qualifications relate to the position*
- Email: [employment@bgcvic.org](mailto:employment@bgcvic.org)
- Please use our tagline "Opportunity Changes Everything" in the first line of your cover letter
- Expected Start Date: Ongoing
- The job posting will remain open as we have ongoing recruitment for these positions
- We thank all who apply. Only those shortlisted for an interview 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.
- This position requires double COVID-19 vaccination
- 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.*