

About BGC South Vancouver Island

The Mission of BGC South Vancouver Island (BGCSVI) 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).

At BGC South Vancouver Island, we believe *“Opportunity Changes Everything!”*

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.

Position Details

Wage: \$18/hour

Term: Ongoing

Hours: On-call

Shift Hours: Monday-Friday 2:00pm-6:00pm

Location: Langford, Colwood, Metchosin, Central Saanich, Esquimalt

Opportunities: Professional development, supportive work/life balance, training and development, career opportunities and advancement

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 - where applicable
- 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
- Participates in program evaluations and surveys as directed by the Supervisor
- 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
- Liaises between staff, families, Supervisor and other internal Agency contacts when necessary for resource referrals
- Implements appropriate protocols and procedures when conflict arises within the staff team, supervisor, participants, and/or families

Desired Qualifications

- **Applicants must be 19 years or older** as per licencing regulations
- 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
- Current First Aid & CPR C certification (or willing to attain)
- Class 4 Driver's License an asset or ability to obtain
- Successful Criminal Record Check
- This position requires proof of double COVID-19 vaccination

Additional Consideration Will Be Given To Those Who Have:

- A minimum of one-year experience working with children and youth ages 5-12 (camp or licensed child care setting an asset)
- Positive Behavior Support Knowledge
- A demonstrated ability to implement daily activities and events for children in an exciting and engaging manner
- A demonstrated experience in relationship building and working with diverse family systems
- The ability to effectively communicate within a team setting

To Apply

- **Please submit your resume and cover letter to employment@bgcvi.org indicating which position you are applying for in your email subject line** and clearly demonstrating how your experience and qualifications relate to this position
- In the first line of your cover letter, please use our tag line **“Opportunity Changes Everything”**
- 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.
- 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

Interested by the opportunity but not sure how to make it fit? Start the conversation and let's discuss options! Please feel free to reach out with inquiries or for more information via employment@bgcsvi.org

In alignment with our 5 Core Values, BGC South Vancouver Island is proud to be an equal opportunity employer, welcoming diversity and inclusivity in all practices within the organization

BGC South Vancouver Island acknowledges the Lkwungen, WSÁNEĆ, T'Sou-ke, MÁlexeł and Scia'new people, whose traditional territories we live and work upon each day