

BGC South Vancouver Island's (BGCSVI) 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).

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

## Position Summary

The Child & Youth Care Worker (CYCW) Team Leader is a crucial part of a collaborative team that engage in relationship-building and behavior management for children and youth aged 5-12 within our Licensed Care Programs. The Team Leader oversees the Child & Youth Workers in program as well as work directly with the children in our club locations to run and facilitate the before and/or after school programs, and are responsible for creating safe, supportive environments and spaces for all the children within the program. CYCW's do this in align with our Core Values, as well as licensing and CARF accreditation standards and BGC policies and procedures.

BGCSVI supports practice through a trauma-informed lens, placing priority on participant, safety, choice, empowerment and skill development.

## Position Details

**Scheduled Shifts:** 2:00pm -6:00pm, Monday- Friday (10 hours administration time); up to 40 hours during school closures

**Location:** Westshore Club – 345 Wale Road, Langford, BC

**Wage Range:** \$20/hr + 6% vacation pay, depending on demonstrated competencies

**Benefits:** Extended Health coverage including dental, prescriptions, optical, life insurance, critical illness, long-term disability (eligible after probation)

**Term:** ASAP - Permanent

**Hours:** up to 40 hours/week

**Opportunities:** Ongoing professional development and potential advancement

## Duties and Responsibilities

- Acts as the lead staff person and contact point for the overall daily operations of the program
- Implements structured, creative, and developmentally-appropriate programs
- Has a sound understanding of VIHA's licensing regulations
- 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
- Develops an Individual Care Plan which supports family involvement, as needed
- 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**

- 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
  - Meet all necessary VIHA licensing requirements to be a facility manager
  - Current First Aid & CPR C certification (or willing to attain)
  - Class 4 Driver's License (within 3 months of hire)
  - Successful Criminal Record Check
  - Foodsafe- Level 1, an asset
  - This position requires proof of double COVID-19 vaccination
- Additional Consideration Will Be Given To Those Who Have:*
- Minimum one-year experience working with children and youth ages 5-12 (camp or licensed child care setting an asset)
  - Clear understanding and experience with the "Community Care and Assisted Living Act" and the "Child Care Licensing Regulations".
  - Experience with the Positive Behaviour Support Model and proactive strategies for guiding children's behaviour
  - Minimum of one year experience supervising staff and leading a team.
  - 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 facilitation

### To Apply

- **Please submit your resume and cover letter to [employment@bgcsvi.org](mailto:employment@bgcsvi.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”**
- We thank all who apply. In align with our mission, we strive to create safe, supportive places and welcome all to apply

### **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](mailto: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***