

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 Professional Practice and Intake Leader (PPL) is responsible for leading the safe and effective provision of youth outreach programming and service delivery in their program portfolio, including referral and intake coordination, program planning, implementation, risk management and supervision of staff and volunteers. Foundational to this role is leading through coaching and guiding staff in their professional practice and delivering outcomes-based programming through a trauma informed lens, placing priority on participant safety, empowerment and skill development. As a key leader in the Agency, the PPL demonstrates the active pursuit of intentional practice with a relentless focus on outcomes and results. The PPL leads by example adopting the Agency's Core Values and Code of Ethics to guide decision-making and professional behaviour.

Position Details

Wage: Base Wage: \$29/hour; \$30/hour after 6 months based on performance

Status: Full time, permanent

Hours: 37.5 hours per week; 5 days per week

Shift: Monday to Friday, scheduled shifts based on program needs between 8am-9pm

On-Call: Participates in the after-hours on-call rotation approximately once every 6 weeks

Benefits: Extended Health coverage including dental, prescriptions, optical, life insurance, critical illness, long-term disability

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

Key Duties and Responsibilities

- Responds to community inquiries seeking information regarding both the Turning Point and Community Youth Intervention Programs (CYIP)
- Processes referrals to Community Youth Intervention and Turning Point programs
- Recruits, trains, supports and supervises a staff team with the capacity to provide intentional youth outreach and outcome-oriented youth drop-in programming
- Develops staff teams to utilize Positive Behaviour Support strategies that focus on prevention and intervention

- **Works in-program as an active team member**, role modelling, guiding and coaching staff while supporting quality program delivery and best practices using a client-centered approach
- Supports staff team to build effective staff/participant relationships that support a safe and inclusive environment
- Facilitates participant goal setting, solution seeking and skill building within the team and among participants to ensure program deliverables
- Facilitates weekly Case Management meetings and service provision
- Reviews and audits Care Plans and Service Delivery Plans to ensure compliance to standards; guides and mentors staff to achieve compliance to standards
- Develops Annual Program Work Plans in collaboration with the Program Director
- Develops program objectives and service delivery outcomes with Program Director
- Leads with intentionality in program/service delivery maximizing participant success and program impact
- Provides Clinical Supervision and support to direct reports with a view to develop competencies
- Maintains all programs to required accreditation and other applicable standards
- Completes Work Plans, Performance Reviews and Training Plan for direct reports
- Monitors and maintains budget allocations and financial controls recommending alternative expenditure options to ensure “compliance”
- Reviews and monitors program/service delivery compliance with Agency policies, procedures, Health & Safety standards/protocols and other regulations

Desired Qualifications

- Undergraduate Degree in Social Work, Child and Youth Care, Recreation, Education
- Minimum 5 years in a formal leadership role in a related field
- Extensive experience providing trauma informed clinical supervision and support
- Enhanced training and experience in mental health issues, problematic substance use and utilizing trauma informed practice modalities
- Extensive experience working with children youth and families
- Cultural humility training

Education

- Bachelor’s Degree as a minimum

Experience

- Leadership in related field: 5 years.

Assets

- Mental Health First Aid certification
- ASIST Training
- Class 4 Driver’s License
- Experience with group development and facilitation

To Apply

- **Please submit your resume and cover letter to 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”**
- In alignment 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

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