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 is responsible for planning, delivering and evaluating program activities for children and youth, ensuring a safe and supportive environment. This role emphasizes building positive relationships and serving as a role model for program participants. The Child & Youth Care Worker facilitates group activities and delivers innovative, outcomes-focused programming using a trauma-informed approach that prioritizes safety, empowerment, choice, and skill development. The role also involves upholding the Agency's values in daily practice, adhering to policies, procedures, and relevant standards, and following the Agency Code of Ethics to guide professional decision-making and behavior. The Child & Youth Care Worker maintains a purposeful focus on achieving program goals and fostering meaningful outcomes for participants.

Position Details

Wage: $20/hour
Term: September 9, 2026 - June 29, 2027 (with training dates of August 31 to September 2, from 9:00am – 2:00pm & September 8th from 9:00am – 3:00pm, no work September 3 and 4)
Hours: 25 hours/week (additional hours may be available for holiday camps, Pro D Day, Spring Break and Summer Camps at other locations)
Shift: Monday – Friday, 7:00am-8:30am & 2:30pm-6:00pm
Location: Millstream Club, 626 Hoylake Rd, Victoria, BC V9B 3P7
Opportunities: Professional development, supportive work/life balance, training and development, career opportunities and advancement

Key Duties and Responsibilities

- Organizes and implements creative, intentional, and developmentally-appropriate activities and experiences
- Using a preventative, strengths-based, and positive role model approach, facilitates participant engagement in daily program activities
- Utilizes a learning theory approach (visual, verbal and tactile/experiential) when interacting with participants
- Adheres to CARF accreditation, Agency's policies and procedures, and operates within the Agency's goals and objectives, as outlined in the Model for Success
- Ensures the safety and well-being of participants setting clear boundaries, communicating expectations, modeling respectful behavior and maintaining a structured and secure environment
- Nurtures positive relationships and professional communication with families regarding participants' day.
- Ensures the safety of participants. Responds to emergencies in accordance with established policies and guidelines.
- Participates in reviewing and providing feedback on activities and services, as requested by the Supervisor
- Provides/collects data per Agency documentation protocols for attendance, log books and timesheets/expenses

- Assist with self-administration of medication as required in accordance with established guidelines, procedures and instructions
- Protects confidentiality and the rights of the person served
- Assists with maintaining environments that are free from threat or harm by identifying, addressing and/or reporting potential risks including enforcing safety rules, inspecting play areas for hazards, ensuring equipment is in safe working condition, overseeing interactions to prevent bullying or unsafe behaviours and providing clear guidelines for safe use of spaces and materials
- Adheres to program-specific schedules for cleaning, inventory of supplies, and other associated maintenance tasks
- Works cooperatively, collaboratively and pro-actively within the team and within position role and boundaries
- Participates as Agency brand champions at community events, committees and other functions as requested including actively serving as a committee member on in-house committees, or participating in Agency events at a booth in community to talk about our Agency work
- Performs other duties as assigned or requested, which may include tasks not listed in this position description but are within the scope of the position, program, and/or department
- Adapts activities and services to meet Individual Care Plans for each participant in collaboration with Team Lead and Supervisor
- Works with Supervisor (and child's support worker, if participant has one) to implement behaviour and learning strategies individualized to the unique needs of each participant and the Care Plan
- Adheres to licensing regulations and reporting requirements
- Ensures youth have a safe way home, and communication is made with the parties necessary confirming pick-up arrangements with parents or guardians, verifying transportation plans, and monitoring departure times. If transportation changes or issues arise, the Child & Youth Care Worker communicates promptly with the necessary parties—such as parents, guardians, or authorized contacts—to confirm alternative arrangements and ensure the youth's safety
- Assists youth with food/meal preparation demonstrating safety strategies

A full list of duties and responsibilities will be provided in the position description

Minimum Qualifications

- Must be 19 years of age
- Relevant certificate in Recreation, Education, Child & Youth Care, Social Work or human social services field or equivalent combination of education and experience
- 6 months recent related experience with a minimum of 20 hours training in child development, guidance, health and safety or nutrition to meet licensing standards
- Demonstrated experience in relationship building and working with diverse family systems
- Experience working with children and youth ages 5-16 years
- Standard First Aid certification and CPR C

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"***
- We thank all who apply. In align with our mission, we strive to create safe, supportive places and welcome all to apply

Internal Applicant Closing Date: July 20, 2026
External Applicant Closing Date: Open until filled
External applicant interviews will take place on a continuing basis after July 20, 2026

This position is open to all applicants. This position requires union membership.

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, W̱SÁNEĆ, T'Sou-ke, MÁlexeŁ and Scia'new people, whose traditional territories we live and work upon each day