



Youth Transition Worker, Child & Family Services

Salary: Range 14, \$44.83 to \$53.55 per hour (\$87,418 to \$104,422 per year)

Status: Full Time, Term to March 31, 2025

Competition #: 041-24

Closing Date: September 23, 2024

The Youth Transition Worker fosters positive life outcomes for youth in and from care (ages 16 to 23). To support successful transitions, the Youth Transition Worker helps youth to develop and pursue their goals, and supports them to identify, access, and navigate service systems relevant to their specific needs. They connect youth to existing supports and resources within their communities including, housing supports, education resources, employment services and training, life skills training (e.g., financial management, navigating relationships and household management), health and mental health services, and legal services.

The Youth Transition Worker is primarily responsible for providing an assortment of direct supports to help youth in care successfully transition into adulthood. These supports include providing youth with the needed resources, service navigation, skills, and knowledge around the eight transition-to-adulthood pillars: Educational and Professional Development; Financial; Housing; Relationships; Culture and Spirituality; Health & Wellbeing; Advocacy & Rights; Emerging Adulthood Development. This may require complex service navigation across multiple sections, HRHSSA services and NGOs in collaboration with the youth to meet their emerging needs and to prepare them for adulthood in a way that is meaningful and relevant to youth in their own unique journey, which may include the transition to adult services or independent living.

The incumbent will spend a significant proportion of the day providing supports, service navigation, skill development and services to youth. The Youth Transition Worker will often be supporting youth in emotionally distressing situations requiring the incumbent to be highly sensitive and accurate in their communication, balancing the need for intense listening and observation. Furthermore, the incumbent is often required to provide support to youth who may be in conflict with a Social Worker. This can create conflictual relationships with co-workers which may require mediation and interpersonal skills to manage.

The incumbent is required to use critical thinking and sound judgment in balancing the use of existing CFS legislation and standards of practice with the need to make quick decisions that will greatly impact the lives of youth. The Youth Transition Worker is responsible for establishing trusting relationships with youth involved in the CFS system, while providing appropriate and culturally safe supports and services to enable youth to successfully transition to adulthood.

Qualifications:

- Passion to work with youth in and from care, who are rooted in community



and have training in adolescent & emerging adulthood development.

- Knowledge of a variety of issues and approaches, including but not limited to: trauma informed practices, anti-oppressive approaches, harm reduction, high risk youth, parenting stresses, positive behavioral reinforcement, non-violent conflict de-escalation strategies, family dynamics, addictions, and domestic violence issues.
- Knowledge of Federal Act respecting First Nations, Inuit and Métis children, youth and families as well as the NWT Child and Family Services Act, Adoptions Act and their regulations, standards, and guidelines.
- Knowledge and sensitivity regarding the geographical and cultural needs of the community, and ability to understand how community and culture impact the delivery of health and social care.
- Ability to work in a cross-cultural environment.
- Ability to acquire knowledge of northern culture and the environment in which HRHSSA operates.
- Ability to assess and support the cultural needs of youth.
- Knowledge and understanding of flexible, diverse, traditional, and non-traditional support, advocacy, and intervention processes
- Ability to establish and maintain relationships with youth, families, and communities.
- Ability to work with the youth in a culturally safe way to develop and update an individualized transition plan to support their transition to adulthood.
- Ability to guide youth throughout their transition to adulthood.
- Ability to connect youth to identity development opportunities that are external to the youth in care experience.
- Ability to advocate for clients within CFS as well as any other pertinent service systems.
- Ability to support youth in bringing together stakeholders within their circle of care to work through decision-making and conflict resolution
- Knowledge of the different referral agencies/services/supports available within the community and region.
- Knowledge of a variety of basic counselling skills and supportive approaches to be utilized with youth, family, and other support persons the youth identify.
- Ability to understand systemic influences and ability to use these to inform an approach to appropriate youth interventions.
- Ability to conduct group work, community groups, and facilitation of psycho-educational groups.
- Ability to deliver structured and easy to understand presentations and workshops.
- Ability to work independently with minimal supervision, as well as collaboratively with service partners and CFS staff.
- Ability to influence, problem solve in stressful situations, and provide conflict resolution.
- Communication skills in written and verbal form, and effective listening skills in order to fulfill the demands of the position.



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- Ability to communicate and liaise between youth, families, workers, and community service providers.
- Skilled in interviewing, assessment, negotiation, and conflict resolution.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, these qualifications would be attained through a Diploma in Social Work, Youth Care or Early Childhood Education and one (1) year of related experience. Lived experience is considered an asset. Equivalent combinations of education and experience may be considered. This position requires a Class 5 Driver's Licence.

In addition to an attractive salary, we offer a Northern Allowance of \$2.73 per hour up to \$5,332 per year. All job offers are subject to references, a satisfactory Criminal Records Check (including vulnerable sector search) and an Employee Health Risk Assessment. Only those candidates selected for an interview will be contacted.

For full job description, including required knowledge, skills & abilities, please see job posting/job description on our website at www.hrhssa.org under the 'Careers' section.

How to apply:

Applicants should send their resume via email to hrhssa_competitions@gov.nt.ca or via Fax to (867) 874-8345