

	JOB DESCRIPTION	
	Position Title: Program: Service: Accountable to:	Youth Addictions Worker Mental Health and Addictions Services Youth Addictions Services Youth Addictions Manager
Issued By: Date Issued:		Date Revised: April 25, 2019 Classification:

PURPOSE AND SUMMARY

Under the direction of the Youth Addictions Manager or designate, the Youth Addictions Worker is responsible for promoting engagement of at-risk youth and their families in the community and increasing youth access to services. The primary responsibility is to provide individual and group based treatment services that are consistent with the Vision, Mission and Core Values established by Dilico Anishinabek Family Care.

DUTIES AND RESPONSIBILITIES

1. Service Responsibilities

Under the direction of the Youth Addictions Manager, the Youth Addictions Worker is responsible for:

- a. Planning and coordinating addictions services that are intended to identify, capture the attention and interest of, and foster involvement of at-risk youth (and their families) including, but not limited to;
 - i. eliciting, receiving and sharing information about their interests, concerns and needs;
 - ii. providing information regarding relevant programs, services and opportunities;
 - iii. guiding and facilitating access to programs, services and opportunities that may be of assistance or responsive to articulated needs and requests;
 - iv. enabling positive civic participation in their neighbourhood/community.
- b. Developing linkages and maintaining effective working relationships with other community services/agencies to facilitate contacts and services for youth;
- c. Ensure the treatment needs of clients are met by utilizing the medicine wheel as a model of care;
- d. Provide assessments, individual counselling and education to the clients regarding alcohol and drugs, their initial and long-term effects on self, family and community;
- e. Facilitate group therapy sessions, as scheduled;

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- f. Flexibility in service provision including location, hours of service, as well as innovation in practices and approaches;
- g. Organizing and participating in public education seminars, workshops, groups and training for youth, parents and service providers;
- h. Liaise with and consult to the community, Boards of Education, schools and other service providers as required regarding the particular needs of at-risk youth;
- i. Maintaining service statistics and a system of documentation and reporting that is consistent with the standards and procedures of the service delivery process, legislation and practices of Dilico;
- j. Ensuring all data, forms, reports and necessary documentation are accurate and submitted within established timelines as identified in the Service Delivery Manual, Policies and Procedures Manual and service mandate;
- k. Ensuring that safety and well-being practices are implemented; this includes being knowledgeable of Universal Care precaution practices, emergency systems and procedures in dealing with crisis situations, communicable diseases, duty to report, etc.;
- l. Identifying staff development/training/mentoring needs and to participate in staff development/training/mentoring as required;
- m. Exhibiting organizational time management skills, accountability, reliability, and punctuality;
- n. Engaging parents, where possible through existing parent groups, faith communities, etc., and provide education and information on issues related to parenting, etc.;
- o. Conducting community and environmental assessments where feasible to identify and understand emerging issues, service gaps and opportunities for action to build upon community capacity;
- p. Facilitating connections between youth and their community, promoting awareness and positive connections;
- q. Assisting in ongoing upkeep and maintenance of program facilities and resources;
- r. Providing services within an understanding of the context of oppression, poverty and diversity.

2. Organizational Responsibilities

As a representative of Dilico, the Employee is responsible for:

- a. reflecting and interpreting the Agency Vision, Mission and Core Values in his/her own work with enthusiasm and commitment;
- b. acting in accordance with relevant legislation and Agency Policies, Standards and Procedures;
- c. proposing changes within Dilico that would improve the quality of service to Anishinabek children, families and communities;
- d. developing and maintaining respectful, cooperative working relationships to contribute to the integrated, seamless delivery of services to Anishinabek children, families and communities;

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- e. understanding his/her role and responsibility in maintaining a safe workplace and reducing workplace injuries;
- f. applying Anishinabek culture, values, traditions and teachings into programming where possible;
- g. ensuring accuracy, confidentiality and safekeeping of agency records;
- h. participating constructively in the supervision process with the immediate Manager.

QUALIFICATIONS

1. Education

An HBSW or Degree in a related field is required coupled with four (4) years counselling experience in the field of Community Health and Addictions.

2. Work Experience

- a. experience in the field of Addictions and Mental Health;
- b. experience in the provision of individual and group-based counselling, assessments, referrals and advocacy;
- c. candidates without the specific education qualifications and where the position does not require certified qualification to practice, but who possess an appropriate combination of experience and other academic qualifications will also be considered.

3. Skills/Abilities

- a. sound knowledge of the Anishinabek culture and the principle issues affecting the mental health of Anishinabek children, families and communities in the city and the district of Thunder Bay;
- b. Sound knowledge of the positive traditional influences that could promote mental health and wellness of Anishinabek children and families in the District of Thunder Bay. The ability to promote and apply Anishinabek Culture, values, traditions and teachings in the work of the Child and Family Team where appropriate;
- c. developing and maintaining respectful, cooperative working relationships with Anishinabek children, families, communities and service workers to promote an integrated, seamless delivery of service;
- d. ability to understand or speak an Anishinabek language would be considered an asset;
- e. excellent written and oral communication skills;
- f. good planning, organization, problem solving, decision-making and liaison skills;
- g. ability to take direction, as well as to work independently;
- h. ability to work as a member of a team
- i. ability to conduct client interviews, assessments, referrals, group facilitation and group therapy;
- j. sound knowledge of the treatment and healing processes;
- k. thorough knowledge of drug/alcohol abuse treatment models;

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- I. experience working with Anishinabek adults, adolescents, families and communities.

CONDITIONS OF EMPLOYMENT

- a. satisfactory Criminal Records Search;
- b. must possess a valid Standard First Aid/CPR Certificate or be willing to obtain one;
- c. must participate in and qualify for certification in Therapeutic Crisis Intervention Training provided by the Agency;
- d. ability to work flexible hours as determined by the Unit Manager or designate in relation to service delivery requirements;
- e. must possess a valid Ontario Class “G” Driver’s License and have access to a personal vehicle.

NOTE: This job description is not intended to be all-inclusive. The employee may perform other related duties as required to meet the ongoing needs of the organization.