



YWCA
REGINA

A TURNING POINT
FOR WOMEN
UN POINT TOURNANT
POUR LES FEMMES

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Child Support Team Member – Various positions YWCA Regina

September 22, 2022

Hours of Work: 7a-10 / 3p-10p-possible split shift – 5p-11p – 6p-12a – 10p-8a – 11p-7a

Length of Employment: Permanent and Term positions

Compensation: \$22.80 per hour

Open to: Internal and external candidates

Closing Date: Screening of applications will begin immediately and will remain open until September 30, 2022

YWCA Regina Inc, established in 1910, aspires to a world where communities benefit from the full and equitable inclusion of women and families and that the experiences and perspectives of women and families are reflected in all facets of society. We are a community voice of and for women and a trusted partner in addressing the most complex community issues faced by women and our community. YWCA Regina provides childcare, shelter and housing, community programs, family support programs, and outreach.

YWCA Regina Inc. Values

Respect: Everyone is deserving of an equitable and judgement free environment

Inclusion: Everyone has an equal voice

Trust: Our work is done with integrity and authenticity to maintain the trust we have gained in our community

Encouragement: We meet people and community where they are to support where they want to be

Resiliency: We address difficult conversations and community issues

YWCA Regina is committed to anti-colonial, anti-racist practice and to a workplace that prioritizes cultural safety. In addition, YWCA Regina is committed to creating a safe, inclusive, and accessible services and spaces for Gender and Sexually Diverse Persons. YWCA Regina acknowledges and accepts that our social systems, communities, and often our interpersonal relationships, organizational processes, advocacy, and practices perpetuate the marginalization of Indigenous peoples, Black people and Gender and Sexually Diverse people. YWCA Regina is committed to systemic change and to actions that further justice, truth, and reconciliation for marginalized peoples. YWCA has established commitments that outline the implementation of new practices and procedures involving actionable changes to policy, systems and governance.

Position Description

Under the direct supervision of the Children's Housing Extended Leadership Team or designates, Children Support Team Members are responsible for providing a safe and nurturing home for children. Our home supports care for and supervises children aged 0-12 on a 24-hour basis.

The children in this home have experienced trauma and have often been in unsafe and unhealthy situations. Support team members create an environment that promotes safety, support, trust and respect. Our homes promote healthy relationships and therapeutic programming. Our team practices Gentle Teaching / Trauma Informed care methods.

Duties and Responsibilities:

1. Program Implementation

Child Support Team Members implement programming to make each child's stay as positive as possible.

- Ensure the proper care and safety of the children;
- Participate in the planning and implementation of structured activities for children;
- Supervise children during all daily activities, including meals, bedtimes, etc.;
- De-escalate situations and mediate during conflicts with children;
- Respond to the emotional needs of children in crisis;
- Follow a case plan for each child and document daily interactions;
- Ensure a safe and secure environment by following policies and procedures; and,
- Provide transportation as needed

2. House Maintenance

Child Support Team Members are expected to work collaboratively to make sure the home runs efficiently.

- Participate in household management including cooking, laundry, and cleaning;
- Maintain a high standard of health and safety procedures;

3. Administration and Reporting

Child Support Team Members report accurate and necessary information to ensure proper case planning and processes

- Document incidents;
- Daily shift documentation and overview;
- Keep an accurate logbook of activities;
- Attend staff meetings; and,
- Other duties as may be required from time to time
- Effective communication and confidentiality

4. Engagement with Indigenous Communities and Culture

Child Support Team Members are expected to work towards developing familiarity with Indigenous cultural traditions and an engagement with Indigenous people and communities.

- indicate a respect for and commitment to preserve the child/youth's cultural heritage;

- agree to help the child/youth maintain and/or establish meaningful family, community and cultural connections through a range of experiential learning opportunities,
- enhanced family and community contact or placement goals, as identified by the child/youth;
- agree to protect the diverse needs, interests and cultural backgrounds of the child/youth in their care;
- acknowledge that nurturing a healthy sense of identity requires collaborative planning to ensure children and youth are supported to achieve their goals;

5. Other duties as assigned and / or required

Qualifications:

- Understanding of developmental stages and needs of children;
- Experience working with Indigenous communities and cultures;
- Ability to effectively care for children of various ages who are coping with family crises, change and separation;
- Training in Mandt system and Gentle teaching is an asset;
- Demonstrated respect for children and families of various backgrounds;
- Ability to set effective limits in the performance of duties;
- Skill in problem-solving, managing multiple demands, and responding appropriately to incidents and needs as they arise;
- Effective oral and written communication skills;
- Ability to work independently and as part of a team;
- Valid Class 5 (or higher) Saskatchewan driver's license;
- CPR Certification (Level C);

To Apply:

INTERNAL: Submit a letter of interest to: Donna Nickolson – Manager of Human Resources - Children's Housing; DonnaN@ywcaregina.com.

Please clearly state the position for which you are applying including times. We will reach out to applicants selected for an interview, no phone calls please.

We invite applicants to voluntarily self-identify as Indigenous (First Nation, non-status, Metis, or Inuit) in the cover letter and/or resume.

