

## Children Support Team Member

**2023-11-13**

**Hours of Work:** 8a-6p, working a rotational schedule including two weekends a month

**Length of Employment:** Permanent

**Start Date:** November 24, 2023

**Hourly Wage:** \$22.80

**Open to:** Internal and External applicants

*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 House Managers, 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 workers create an environment that promotes safety, support, trust and respect. Our homes promote healthy relationships and therapeutic programming.

### **Responsibilities:**

#### **1. Program Implementation**

The primary role of the Child Support Team Member is to implement the shelter program making the children's stay as positive as possible. Duties include:

- 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**

The Child Support Team Members are expected to work as a team to make sure the home runs efficiently. Duties include:

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

#### **3. Administration and Reporting**

The Child Support Team Member report accurate and necessary information to ensure proper case planning and processes. These include:

- Document incidents
- Daily shift documentation and overview;
- Keep an accurate logbook of activities;
- Attend scheduled staff meetings

#### **4. Engagement with Indigenous Communities and Culture**

All YWCA Regina 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.. Completing other related duties as requested and required.

### **Qualifications:**

#### Required

- Understanding of developmental stages and needs of children
- Ability to effectively care for children of various ages who are coping with family crises, change and separation
- 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
- Criminal record check, dated within three months of offer date

#### Asset

- Current CPR Certification (Level C), three months to acquire after employment offer
- Current Valid Class 5 Saskatchewan driver's license, accommodations for right candidate
- Training in Mandt system and Gentle teaching
- A degree or certificate in a related field

### **YWCA Regina Employment Benefits:**

- Employer Paid RRSP Contribution – after three month probation
- (12) YWCA Stat Holiday Days
- Paid vacation days, based on hours worked
- Paid sick days, based on hours worked – with carry over
- Employer paid benefits plan with the option to enhance at minimal employee cost – after three month probation
- Use of YWCA vehicle as needed for work purposes

**How to Apply:**

INTERNAL: Submit a letter of interest to: [careers@ywcaregina.com](mailto:careers@ywcaregina.com) by Monday November 20, 2023 at 4pm.

EXTERNAL: Submit a covering letter and resume, including three professional references with both Email and telephone contact information to: [careers@ywcaregina.com](mailto:careers@ywcaregina.com) by Monday November 20, 2023 at 4pm.

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.

