springboard
CONNECT. INSPIRE. ACHIEVE.

ABOUT US

Springboard's mandate is to build stronger communities by helping youth and adults develop the skills they need to reach their full potential. As a charitable organization, we deliver innovative, professional and diverse programming by establishing partnerships between our clients and their community. Springboard's program areas include community justice, employment, developmental services, youth justice, Weed out The Risk and The Community Learning HUB.

WHO WE ARE

People are at the centre of everything we do. We foster opportunities for skills development, personal growth and social interaction. We also actively promote work/life balance and mental health supports. We foster communication across the agency, from our Town Halls to our quarterly Springboard orientations. We are a learning organization and our people have the opportunity to provide feedback into all areas of the organization.

We have an active Employee Engagement Committee that focuses on connecting staff through communication, a rewards and recognition program, career development initiatives and of course, social and team building opportunities. Springboard offers a comprehensive benefits package for full time, permanent staff and, for all permanent positions, a pension plan that helps support our people in all aspects of their lives.

Internal / External Job Post

Community Justice Worker - YJC
CJPYH-U22-14

THE OPPORTUNITY

Job Class	Union
Department	Community Justice Programs and Youth Homes
Location	Scarborough/Malvern and Newmarket
Status	Full-time Permanent
Vacancy Number	CJPYH-U22-14
Pay Rate	$47,574.11 per annum
Available	Immediately
Hours/Shifts	Monday, Tuesday, Friday 8:30am to 4:30pm. Wednesday, Thursday 1:00pm – 9:00pm. Schedules are subject to change to meet departmental needs. Travel to other locations will be required.

The Community Justice Worker – Youth Justice Committee administers and coordinates the Scarborough/Malvern and Newmarket Youth Justice Committees. The Youth Justice Committee (YJC) brings together a young person aged 12-17 alleged to have committed an offence, their parent(s), the person harmed and trained members of the community to negotiate an appropriate way for the young person to make amends for their actions. The YJC program provides an increased role for victims and communities in dealing with offences committed by young persons who are prepared to be accountable.

WAYS YOU CAN CONTRIBUTE

- Provide organization and administration for the scheduling of 40 volunteers and provide support, guidance and training.
- Counselling and case management including assessing referred youth to determine their needs and risks, ability and willingness to make reparation and suitability and motivation to participate in community based restorative justice program.
- Deal with crisis situations that may involve volatile behaviour.

- Engage victims of crime in a supportive and thoughtful manner to provide information, obtain feedback, engage in restorative justice process and arrange reparation as applicable.
- Provide clients with information regarding court processes and the nature of community based sanctions.
- Excellent interpersonal skills to communicate effectively for client service as well as with victims of crime, the police, Crown Attorneys, Judges, Duty Counsel, Defense Counsel, Probation Officers, Correctional Institution personnel, community partners and volunteers.
- Provide timely referrals for interventions for identified needs and risks that may include employment, housing, financial, addictions, nutritional, mental, physical and emotional needs and capabilities.
- Arrange and monitor suitable sanctions in accordance with client circumstances and needs, court/police requirements, as well as the principles of holding the young person accountable while observing the principles of proportionality and timeliness.
- Group facilitation including delivery of client programming and restorative justice conferencing, monthly volunteer meetings and training for volunteers.
- Conduct outreach and maintain relationships with community-based agencies that will accept referrals or partner in providing sanctions, particularly those that can continue following their involvement in the youth criminal justice system.
- Collect and submit internal and external statistical data and reports in accordance with Agency and Funder standards.

WHO YOU ARE

- Post-secondary diploma/degree in the field of social services.
- At least three years of related work experience working with youth in the criminal justice system including but not limited to: court processes, needs and risk assessments, outreach, and liaison.
- Working knowledge of the youth criminal justice system, Youth Criminal Justice Act (YCJA) and social services.
- Demonstrated skills in developing and offering creative community based responses to assist in holding the young person accountable.
- Demonstrated knowledge of relevant legislations and principles, concepts and current best practices in the area of restorative justice.
- Demonstrated knowledge and experience in building networks with community agencies and in making timely referrals and connections to programs particularly outreach to diverse communities and connections to programs meeting unique, complex and multi-dimensional needs, including mental health issues.
- Excellent assessment, counselling, administrative and group facilitation skills
- Ability to work in a dynamic, fast-paced environment.
- Proficient in computer, including use of Microsoft Applications (e.g. Word, Excel, PowerPoint) - Skills testing/demonstration may be administered.
- Travel throughout the GTA & York Region is required – car and valid driver's license is required
- Demonstrated use of core competencies in:
    - Attention to Quality – pay attention to their quality of work on which they depend on and plan activities carefully and notice gaps and correct them without having to be told.
    - Service Delivery Judgment – understands the program processes; thinks through when to make process changes and comes up with ideas that improve service delivery.
- Direct experience engaging with diverse populations and an ability to apply a culturally responsive lens to all interactions, including program implementation and capacity-building with young people
- A strong understanding of the systemic barriers that young people face and how this may impact clients and their own experiences

<u>Preferred Qualifications</u>

- Ability to speak French is an asset

Vaccination Policy

Currently, this position is not subject to mandatory vaccination nor vaccination disclosure and rapid antigen testing, but this may change in the future depending on direction from public health and/or Ministry guidance.

Springboard Services continues to follow Ministry and Public Health Guidance and all our employees are expected and required to continue to comply with applicable health and safety measures and compliance with established workplace access controls (e.g. screening), wearing a mask or face covering, using provided PPE, maintaining appropriate physical distancing and self-monitoring of potential COVID-19 symptoms.

APPLY

Thank you for your interest in working with Springboard.

Completion of satisfactory, professional references, background checks, and proof of education are requirements of employment.

The Deadline for Applications is Aug 19, 2022 at 4:00 pm. Please submit your cover letter and resume in a single document. You must also include the vacancy number in the subject line of your email when applying to **careers@springboardservices.ca.**

Resumes received after the application deadline will be considered at the discretion of the hiring supervisor.
No phone calls please. Only those selected for an interview will be contacted.

We value the unique skills and experiences each individual brings to the organization and we are committed to creating and maintaining an inclusive and accessible environment for everyone. Applications are encouraged from those who reflect the diversity of our community and we will work with you to provide a positive recruitment experience. Please let us know if you require accommodation during the recruitment and selection process.