**Part-Time Employment Opportunity**

**Youth Worker, NOVA**

**Job ID 25-020eC**

**Company Overview:**

For over 75 years, enCompass has been rooted in community safety and this will continue to be our focus. We provide holistic services and wraparound supports that address the root causes of crime and social disorder. We do this through preventative and restorative activities including release planning, housing, safety planning, employment transition, education, substance recovery, cultural supports and more. By exemplifying care, compassion and understanding, we are laying the foundations for positive change.

We are a values-driven organization that supports clients from a strength-based approach. If your values are aligned with our core values listed at: <https://myencompass.ca/about-us/who-we-are/>, please consider joining our team.

**Position Summary:**

NOVA aims to offer individuals aged 16 - 24 experiencing homelessness a safe, supported living environment as they develop the skills to make positive lifestyle choices and live independent lives in the community. NOVA provides a low-barrier housing solution to youth who may have been street-involved, and who may be struggling with drugs, alcohol, isolation and/or mental health issues. The program operates primarily from the Harm Reduction and Housing First philosophies.

Part-Time Youth Workers provide ongoing day-to-day support to the youth residing at NOVA. Using positive role modeling and effective communication skills, the Part-Time Youth Workers assist NOVA youth in increasing their skills toward independence.

**Responsibilities:**

# *Administration*

* Completion of accurate written daily documentation (log book entries, contact notes, incident reports, medication book entries)
* Completion of referral and REST intake documentation

# *Client Support*

* Deliver services in a client-centered, strength-based approach consistent with NOVA philosophy
* Adapt services to meet the needs of diverse populations as per unit policy
* Build collaborative relationships with youth
* Role model life skills, social skills, communication skills and conflict resolution
* Support youth to achieve goals as defined on their individual goal plans
* Encourage youth to engage in healthy lifestyle alternatives
* Transparently address current challenges with the youth
* Role model and assist the youth with self-advocacy

# *Health and Safety*

* Deliver services in accordance with unit and agency policies and procedures
* Ensure youth are aware of and understand House rules and respond accordingly
* Maintain a safe, secure environment
* Communicate pertinent information to the supervisor and other staff as necessary
* Ensure maintenance and cleanliness of unit and property

# *Community Engagement*

* Liaise with guardians, program partners and other professionals
* Maintain positive relationships with community members (neighbors, visitors etc.) and report significant challenges/incidents to supervisor immediately

# *Agency Collaboration*

* Contribute to a positive culture by assisting and supporting colleagues as needed and encourage and teach others about the unit’s operations
* Practice agency mission, vision, values and guiding principles
* Maintain positive, professional working relationships with colleagues
* Participate in unit staff meetings

# *Additional Responsibilities*

* Participate in core agency and additional ongoing training opportunities as directed and approved
* As directed by supervisor

**Qualifications / Skills:**

* Working towards a diploma in human services or a related field
* A minimum of 6 months’ experience working with youth
* Knowledge of harm reduction, addictions, and strength-based philosophy
* Able to work within a team and effectively deal with crisis situations
* Strong communication and relationship-building skills

**Conditions of Employment:**

* Valid First Aid and CPR certification as required
* Criminal Record Check and Child Intervention Check; a criminal record will not disqualify you from employment with us; we evaluate each application individually
* The successful candidate must be able to work shift work (7:00am – 3:00pm, 3:00pm – 11:00pm and 11:00pm – 7:00am) that includes evenings and weekends and be available for a minimum of 4 shifts per month.
* Weekend and Holiday availability is essential.
* The position requires frequent standing, walking up and down stairs, and occasional lifting.

**What we offer:**

* The starting hourly wage is $20.40 per hour.
* enCompass strives to provide a meaningful work environment through the following:
  + Strong focus on employee wellness and work-life balance
  + Service recognition and employee awards
  + Professional development opportunities
  + Staff team building and appreciation days
  + Part Time Health Spending Account (based on hours worked)

**To apply, submit a résumé and cover letter in one PDF document by May 23, 2025 to** [hr@myencompass.ca](mailto:hr@myencompass.ca)

Please include “*25-020eC – Youth Worker, NOVA*” in the Subject Line of the email. Please include how you heard about the position in the cover letter. **Resumes without a cover letter will not be considered.**

Only those selected for interviews will be contacted

***Building Safe, Inclusive Communities.***

***enCompass is committed to achieving a diverse workforce and strongly encourages applications from people of Indigenous heritage, and people from culturally diverse backgrounds.***