Vacancy Posting – Competition #2022-02-18 SYW

Posting date: February 18, 2022
Closing date: Ongoing posting until the position is filled
Position: Settlement Youth Worker
Hours of work: 35 hours per week
Start date: As soon as possible
Reports to: Family and Youth Services Coordinator
Rate of Pay: $23.98 per hour effective April 1, 2022 (benefits after successful completion of probation period)

The Inter-Cultural Association of Greater Victoria (ICA) helps immigrants and refugees meet their social, cultural, and economic goals. Comprised of dedicated staff and volunteers, ICA provides language instruction, support finding housing and employment and a range of other services. In addition, ICA is actively engaged in the community to strengthen connections between immigrants and those born in Canada. Through our work, we are building a strong, diverse, and vibrant community. ICA is a welcoming, passionate, and energetic organization that has been having a positive impact in the Greater Victoria region for nearly 50 years.

Job description
Provides settlement/resettlement and integration services to immigrant and refugee children and youth. Provides one-on-one support to individuals or family units. Plans and implements group programs for immigrant and refugee children and youth. Assists youth in accessing other community-based resources. Engages in outreach to various areas within the Capital Regional District. Serves all individuals, including BIPOC, LGBTQ2+ and Indigenous. Settlement Youth Workers report to the Family and Youth Services Coordinator. Reports to the Family and Youth Services Coordinator.

Qualifications
- Minimum Grade 12 Diploma (Undergraduate Degree in Child and Youth Care preferred) in related discipline on settlement/resettlement-related themes, family law, immigration and refugee studies, social work, intercultural studies, child and youth care, or combination of education, training, and experience.
- Direct experience with settlement/resettlement service delivery and case management to children and/or youth preferred.
- Keen understanding of diversity issues to work with persons from diverse cultural and ethnic backgrounds on settlement/resettlement-related issues.
- Two years’ work experience within social services, nonprofit and/or multicultural environment.
- Knowledge of community resources.
- Experience working with immigrants and refugees and understanding immigration issues.
- Proficiency in a settlement and/or resettlement language preferred.
- Indigenous cultural competencies and/or lived experience with Indigenous communities welcomed.
- Employment requires proof of full vaccination status or exemption documentation.

Key duties/responsibilities
- Follows all ICA policies and administrative procedures.
- Provides settlement/resettlement and integration services to immigrant and refugee children and youth through, needs assessments, creation of a settlement/resettlement plan, orientation, information, referrals, and advocacy.
- Plans, organizes, and facilitates workshops and courses on topics relevant to settlement/resettlement and integration of in-school children and youth;
- Links children and youth with community resources and ICA programs.
• Creates low-intensity or high-intensity settlement plans to reflect clients’ needs for short-term or long-term interventions;
• Establishes and maintains working relationships with other service providers.
• Provides culturally-sensitive problem-solving assistance to clients;
• Contributes to overall settlement/resettlement program planning, implementation, and follow-up.
• Keeps client management and case notes up to date.
• Uses technology and technological systems effectively (client management databases) and participate in training opportunities to learn new systems and stay up to date on systems requirements.
• Creates awareness of anti-oppressive/social justice issues.
• Participates in settlement-related training opportunities to stay current on issues impacting ICA’s clients.
• Participates in regular team and organization-wide staff meetings; Follows all ICA policies and administrative procedures.
• Other related duties as assigned; may include occasional client intake.

Additional Information
• Some travel to community locations within Greater Victoria will be required. Occasional travel to locations in other parts of British Columbia and/or Canada for purposes like professional development, networking, or conferences may also be required.
• Some work outside of regular office hours, including evenings and weekends, will be required. Flex time schedules will be made to accommodate non-regular work hours. All overtime must be approved in advance.
• Valid BC driver’s license and access to a car would be an asset.
• As a condition of hire, a current, clear criminal record check, including vulnerable populations check, and proof of WHMIS training are required.

Submit a cover letter and current resume (in pdf. format), noting relevant qualifications, language proficiency and experience to the Inter-Cultural Association of Greater Victoria, Attention: HR Manager, via email to careers@icavictoria.org. This is an ongoing posting until the position is filled. Please quote Competition #2022-02-18 SYW in the subject line.

Please note: This is a unionized position subject to the terms and conditions of our Collective Agreement and of our funding agreements with various funders. As per the Collective Agreement, internal applicants will be given consideration with respect to filling the position prior to external candidates being hired. This position is open to applicants of all genders. This position requires union membership. Only short-listed applicants will be contacted.