



***Full Time Employment Opportunity***  
***Youth Care Counsellor – Aries Program***

**Who we are:**

UNYA has been supporting the health and wellbeing of Indigenous youth in the Metro Vancouver area for over 30 years. As a respected non-profit, charitable organization, we recognize Indigenous youth as experts in their own lives and strive to provide youth with programs and opportunities that are relevant and meaningful to them.

At Urban Native Youth Association UNYA we have developed a Philosophy of Care foundation, drawing from best practices. These philosophies are the grounding framework that shapes all of our decisions and every interaction we have with the youth we serve. Following these philosophies empowers our staff to meet youth where they are at, by giving them the ability to balance flexibility and structure. This allows us to meet our youth's needs, and ensure that our youth experience a consistent quality of care across all UNYA programs. Our 5 key philosophies are:

- Trauma-Informed Practice
- Two-Eyed Seeing
- Harm Reduction Practice
- Youth/Person Centered Practice
- Culture as Therapy

**Highlights of this opportunity:**

Aries is an alternate education program for Indigenous youth ages 12-15 whose needs are not being met in traditional school programs. Indigenous teachings, knowledge, and perspectives are an important part of learning at Aries. We provide tools and create space for each student to experience and explore traditional Indigenous practices and teachings, and to share their own cultural knowledge.

As a member of the Aries program team the Youth Care Counsellor is responsible for working together with family, guardians, and other support workers to support youth in a way that considers all aspects of their wellbeing: physical, emotional, social, economic, and spiritual, at school, at home, and in the community.

The Youth Care Counsellor reports directly to the Aries Program Manager. **The position is 40 hours per week and regular hours will be Monday - Friday from 8:30am – 4:30pm. These hours will be adjusted occasionally based on the needs of the program.**

**What We Offer**

- **Comprehensive Benefits Package:** 100% employer-paid.
- **Vacation:** Starting with ten vacation days for full-time staff after successfully completing 3-month probationary period.
- **Health and Wellness:** Three health and wellness day after successfully completing 3-month probationary period.
- **Paid Sick Days:** Available for all staff after successfully completing 3-month probationary period.
- **Employee Assistance Program (EAP):** Access to no-cost counseling services for UNYA staff.
- **Cultural and Spiritual Support:** Guidance and teachings from UNYA's Elder in Residence available upon hire.
- **Professional Development:** Monthly Staff Development Day.

**Compensation:** \$27.96 to 32.56/hourly (based on years of service)

**Work Hours:** 40 hours per week, Monday-Friday 8:30am-4:30pm.

**Location:** 1618 East Hastings, Vancouver BC

## Qualifications and Conditions:

1. **Educational Experience:** A Bachelor's Degree in a relevant field, 2 years of recent related experience, or an equivalent combination of education, training, and experience.
2. **Community Experience:** Proven experience working with the Indigenous community. Must demonstrate a good working knowledge of community resources in Vancouver, particularly youth and Indigenous-specific resources.
3. **Cultural Understanding:** Knowledge and understanding of the family and social issues Indigenous youth face today, including the generational impacts of the residential school system on families and communities.
4. **Organizational Alignment:** Ability to identify with the mandate, policies, and procedures of the organization.
5. **Background Check:** Must have a criminal record check completed by and satisfactory to UNYA.
6. **Health Requirement:** Proof of Covid-19 vaccination will be required.
7. **Preference for Indigenous Candidates:** Given the needs of the youth accessing our programs, priority will be given to qualified Indigenous, First Nations, Métis, and Inuit candidates as per Section 41 of the Human Rights Code.
8. **Driver's License:** A valid Class 5 Driver's License is required. **Willingness to obtain Class 4 BC Driver's License.**
9. **Additional Requirements:** Vehicle/driving abstract/first aid/food safe requirements

## Duties and Responsibilities

1. **Care Plans:** Ensure care plans meet each youth's mental, spiritual, physical, and emotional needs, including areas such as culture, safety, finance, housing, education, social support, and recreation. Support the implementation of care plans and intervention strategies.
2. **Team Communication:** Keep all members of a youth's professional team up-to-date on the effectiveness of the care plan, the youth's progress, any new issues or trends, and any behavioral changes.
3. **Program Activities:** Organize, facilitate, and supervise youth in group activities/outings, P.E., arts and crafts, tutoring, academics, etc. Integrate cultural activities, organizing Elder visits, sweat lodge ceremonies, and workshops that incorporate cultural learning for the students. Positively participate in all Cedar Walk programming and activities to provide a positive role model experience for youth participants.
4. **Community Networking:** Establish and maintain positive working relationships with other UNYA programs and community resources to ensure effective referrals and enhance access to a strong continuum of supports. Ensure youth are referred to appropriate community services as needed. Provide information, advocacy, and support in the referral process for both internal and external programs.
5. **Safe Space Creation:** Create a safe space for all youth and staff by responding to behaviors and situations through a trauma-informed lens, modeling respectful behavior, and engaging in thoughtful and fun interactions with staff and youth.
6. **Confidentiality:** Respect and ensure the confidentiality of youth participants in the community and with other service professionals. Maintain the confidentiality of staff issues within the team, except for necessary disclosures to UNYA Management.
7. **Program Operations:** Maintain the day-to-day operations of the program (meal preparation, cleaning, maintenance, etc.) and provide skill-building opportunities in these areas to youth.
8. **Partnership and Collaboration:** Work in partnership and collaboration with the Vancouver School Board (VSB) and the Ministry of Child and Family Development (MCFD). Curate and develop these relationships to support the program's goals.
9. **Other Duties:** Perform other duties as assigned by the Program Manager or Director of Youth Programs.

## How to apply:

If you would like to become a part of this tremendous team, send a cover letter and resume indicating the position you are applying to the attention of the Manager at [aries.manager@unya.bc.ca](mailto:aries.manager@unya.bc.ca) Posting will close when position is filled. Only those shortlisted will be contacted.

\*\*\*We are an **Indigenous** youth organization whose mandate is to provide meaningful opportunities for Indigenous youth. We encourage qualified Indigenous - First Nations, Metis, and Inuit, applicants to apply. If you identify as Indigenous, please let us know in your application! Only shortlisted candidates will be contacted.

*UNYA acknowledges that we are gathered on the ancestral, traditional and unceded territories of the Coast Salish Peoples, including the territories of the xʷməθkʷəʔəm (Musqueam), skwxwú7mesh (Squamish) and sel̓ilwítulh (Tsleil-Waututh) Nations. We are honoured and grateful to be able to do our work on this land.*