



Urban Native Youth Association

Employment Opportunity

Youth Care Counsellor – Permanent, Full Time

Tuesday-Saturday, 4pm-12am

Whoware:

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 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
- Youth/Person Centered Practice
- Culture as Therapy

Highlights of this opportunity:

As members of the Aboriginal Youth Safehouse program, Youth Care Counsellors provide a safe space and temporary housing for youth without a secure place to stay, with stays ranging from one night to several nights. The position focuses on connecting youth to a support team, community, and culture. Youth Care Counsellors support youth in developing basic life skills and linking them to community resources to address substance use, mental health, homelessness, and physical health needs. The Aboriginal Safehouse Team reports directly to the Program Manager. **This position requires working a schedule from Tuesday-Saturday 4pm-12am.**

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 - \$32.56 an hour (based on years of service)

Work Hours: 40 hours per week, Tuesday-Saturday, 4pm-12am.

Location: Confidential Safehouse location in Vancouver

Qualifications and Conditions:

1. **Educational Background:** Diploma in a related human/social service field.
2. **Experience:** One year of recent related experience working with Indigenous youth, addressing mental health, substance use, and homelessness; or an equivalent combination of education, training, and lived experience.



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3. **Cultural Knowledge:** Understanding of the family and social issues faced by Indigenous youth today, including the generational impacts of the residential school system on families and communities.
4. **Background Check:** Completion of a criminal record check satisfactory to UNYA.
5. **Health Requirements:** Proof of COVID-19 vaccination and a negative TB skin test.
6. **Certifications:** First Aid and Food Safe Level 1 certificates are an asset, though paid training is available upon hire.
7. **Preference:** 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.

Duties and Responsibilities :

1. **Build Rapport with Youth:** Engage with self-referred youth to gather information through interviews, observations, and consultations with involved professionals.
2. **Resource Connection:** Assess the needs of youth and link them to appropriate resources and services.
3. **Implement Care Plans:** Develop and execute care plans and intervention strategies using various techniques such as the Person-Centered Approach, Family Systems Approach, and Trauma-Informed Approach.
4. **Create a Safe Environment:** Foster a safe and respectful environment for all youth and staff by addressing behaviors and situations through a trauma-informed lens and modeling respectful behavior.
5. **Team Collaboration:** Actively participate in the team, demonstrating commitment, respect, and support for colleagues.
6. **Networking:** Establish and maintain positive working relationships with other UNYA programs and community resources.
7. **Record Keeping:** Maintain accurate statistical records, logs, case files, and client reports to meet UNYA and funder requirements.
8. **Crisis Management:** Address concerns, incidents, or crises affecting youth participants, program operations, UNYA policies, and community relations proactively and positively.
9. **Policy Adherence:** Follow UNYA's Philosophy of Care and comply with all program-specific and organization-wide policies and procedures.
10. **Additional Duties:** Perform any other tasks deemed necessary by the Program Manager to ensure the safe, healthy, and productive operation of the Aboriginal Safehouse.
11. **Executive Support:** Carry out other duties as assigned by the Director of Youth Programs and/or CEO.

How to Apply :

If you would like to become a part of this tremendous team, please email the ASH program manager at program.manager@unya.bc.ca

Job posting will close once filled.

**We are an Indigenous youth organization committed to providing meaningful opportunities for Indigenous youth. We encourage qualified Indigenous applicants—First Nations, Métis, and Inuit—to apply. If you identify as Indigenous, please indicate this 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 xʷməθkʷəy̓əm (Musqueam), skw̱xwú7mesh (Squamish) and selíl̓witulh (Tsleil-Waututh) Nations. We are honoured and grateful to be able to do our work on this land.