



Urban Native Youth Association

Employment Opportunity

Roving Overnight Leader

Thursday to Monday (10pm – 6am)

Who we are:

Urban Native Youth Association (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. **The Roving Overnight Leader** provides direct support, in the evenings and overnight, to all 3 of UNYA's live-in resources for youth. These resources are:

Ravens Lodge - a safe, culturally welcoming 3-bed transitional group home for female Indigenous youth ages 12 to 18 who are in the care of the Vancouver Aboriginal Child and Family Services Society (VACFSS).

The Aboriginal Youth Safehouse (ASH) - a short-term, 7-bed resource for youth in need of safe housing and support services. Our program is trauma-informed and grounded in the 5 key philosophies of UNYA's Philosophy of Care.

Young Bears Lodge (YBL) - a culturally-based 5-bed healing lodge for Indigenous youth ages 13–18 who want support in reshaping their relationship with substances.

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

Highlights of this opportunity:

As a member of a team of live-in program Managers & Leaders, the Roving Overnight Leader is responsible for providing direct support to the Aboriginal Youth Safehouse, Ravens Lodge & Young Bears Lodge programs in the evenings and overnight. Based out of ASH, this position provides effective leadership, role modelling and support to a team of staff; ensuring all MCFD, VACFSS, VCH, BC Housing, and CCFL Licensing standards and regulations are adhered to. The position also provides crisis management support to on-site staff, and completes any additional administrative duties required in the programs. **This position requires travel between the 3 programs and UNYA's Head Office (all within Vancouver) and reports directly to the Director of Youth Programs. The Roving Overnight Leader maintains a 40 hour/week schedule; Mondays-Thursdays, 10pm-6am.**

Qualifications and Conditions:

1. **Education & Experience:** A Degree or Diploma in a related human/social service field, experience in a Leadership role, and two years of recent related experience working with Indigenous youth, addressing mental health, substance use, and homelessness **or** an equivalent combination of education, training, and experience.
2. **Cultural Knowledge:** An understanding of the family and social issues faced by Indigenous youth today, including the generational impacts of the residential school system & colonization on families and communities. Willingness to participate in Indigenous practices, protocols, and ceremonies.
3. **Background Check:** Completion of a criminal record check satisfactory to UNYA and an MCFD Hub Screening Clearance.
4. **Health Requirements:** Proof of COVID-19 vaccinations & immunization records, and a negative TB skin test.
5. **Certifications:** First Aid (CPR & AED Level C) & FoodSafe certificates are assets; paid training available upon hire.
6. **Driving:** A valid Class 5 Driver's License and a reliable vehicle are requirements.
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.
8. **Eligibility:** Any offer of employment is conditional upon providing proof of your legal right to work in Canada.

Duties and Responsibilities:

Collaborative Program Operation and Team Leadership:

- Provide effective leadership to, and directly support the overall operations of, UNYA's live-in programs in the evenings and overnight, including consulting and working in collaboration with UNYA's live-in program Managers & Leaders to communicate and report activity, or incidents that have arisen.
- Join and contribute to team meetings at all UNYA live-in programs as needed, to inform ongoing evaluation and adjustment of programming.
- Advise in the planning and implementation of innovative and creative approaches to ensure the delivery of accessible, high quality, culturally relevant programming and resources.

Youth Engagement and Support:

- Build rapport with youth to foster trust, belonging, and empowerment.
- Establish safe, supportive, and culturally informed environments using a trauma-informed approach.
- Assess current and emerging youth needs and programming opportunities. Regularly consult with staff, other professionals, and community members, and participate in professional development to identify new approaches and refine programming as needed to ensure it is accessible, culturally appropriate, and effective.

Crisis Management and Problem Solving:

- Provide oversight of staff interventions, monitor case planning, maintenance of records, including ongoing review of case files and care plans as needed. Respond to staff needs for immediate supervision when crises exist.
- Address concerns, incidents, or crises proactively and constructively to support youth and program operations.

Policy and Compliance:

- Adhere to UNYA's Philosophy of Care and all program-specific and organization-wide policies and procedures.
- Ensure that all MCFD, VACFSS, VCH, and CCFL Licensing standards and regulations are adhered to.
- Maintain facility safety & ensure emergency repairs are completed in a timely manner, as needed.
- Share on-call duties with UNYA's live-in Program Leadership & Management Team.

Record Keeping and Reporting:

- Ensure that accurate logs, records, critical incidents, case files and statistical records are maintained, and assist with evaluations to support program needs and inform program implementation.
- When required, assist in the coordination, preparation, and submission of all reports and evaluations to funder(s), Director of Youth Programs, CEO, and UNYA's Board.

Additional Responsibilities:

- Perform other duties as assigned by the Director of Youth Programs to ensure safe, healthy, and productive program operations.

What We Offer:

1. **Compensation:** \$65,166.40 to \$75,212.80/year.
2. **Comprehensive Benefits Package:** 100% employer paid.
3. **Paid Time Off:** Paid vacation, sick days, and wellness days after successfully completing 3-month probationary period.
4. **Employee Assistance Program (EAP):** Access to no-cost counseling services for full-time UNYA staff.
5. **Cultural and Spiritual Support:** Guidance and teachings from UNYA's Elder in Residence.
6. **Professional Development:** Monthly staff development day, including a morning of professional development, a shared meal, and afternoon activities.

How to apply:

If you would like to become a part of this tremendous team, send a cover letter and resume to the Director of Youth Programs at lucas.riedl@unya.bc.ca

Job Posting will close once filled

***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 xʷməθkʷyəm (Musqueam), swxwú7mesh (Squamish) and sel̓íl̓witulh (Tsleil-Waututh) Nations. We are honoured and grateful to be able to do our work on this land.