



Employment Opportunity

Full Time AWAKE OVERNIGHT Youth Care Counsellor

Sunday to Wednesday, 10pm – 8am

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 programs and opportunities that are relevant and meaningful to them.

Ravens Lodge is a safe, culturally welcoming 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). Our main goal is to empower youth with the tools and support needed to create positive change and make healthy choices in their lives.

At Urban Native Youth Association UNYA we have developed a Philosophy of Care, 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 Practice
- Youth/Person Centered Practice
- Culture as Therapy

Highlights of this opportunity:

As a member of the Ravens Lodge team, you will contribute to a vital 24/7, 3-bed, live-in program that serves Indigenous female youth, ages 12-18. Ravens Lodge offers a safe and nurturing environment where Culture as Therapy is central to our approach. In this role, you will provide one-to-one support, engage youth in cultural and recreational activities, participate in care-planning, manage crises, and advocate for the youth's well-being. **The Youth Care Counsellor reports directly to the Program Manager and maintains a fixed schedule from Sunday to Wednesday, 10pm – 8am (4 x 10-hour shifts/week; 40 hours a week on an Averaging Agreement). This is an awake overnight position.**

Qualifications and Conditions:

- 1. Education and Experience:** Diploma in a related human/social service field, 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.
- 2. 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.
- 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 and a negative TB skin test.
- 5. Certifications:** First Aid and Food Safe Level 1 certificates are an asset, though paid training is available upon hire.
- 6. Driving: Valid Class 5 Driver's License is a requirement.**
- 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 youth to establish trust and understanding, fostering a safe and supportive environment.
2. **Resource Connection:** Assess the needs of youth and connect them to appropriate resources and services.
3. **Implement Care Plans:** Develop and execute care plans and intervention strategies in collaboration with the Program Manager and the youth's care team, utilizing a variety of approaches including Culture as Therapy.
4. **Create a Safe Environment:** Foster a safe and respectful environment by addressing behaviors and situations with a trauma-informed approach.
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. **Crisis Management:** Address concerns, incidents, or crises affecting youth participants, program operations, UNYA policies, and community relations proactively and positively.
8. **Record Keeping:** Maintain accurate records, logs, case files, and client reports to meet program and funder requirements.
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 Raven's Lodge, including maintenance requests, cleaning, and other onsite duties.

What We Offer:

- **Compensation:** \$27.96 - \$32.56 an hour (based on years of service)
- **Comprehensive Benefits Package:** 100% employer-paid.
- **Paid Time Off:** Vacation, sick days & wellness days after successfully completing 3-month probationary period.
- **Employee Assistance Program (EAP):** Access to no-cost counseling services for full-time UNYA staff.
- **Cultural and Spiritual Support:** Guidance and teachings from UNYA's Healers and Elder in Residence.
- **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 attention of the Program Manager, Karen Taylor at ravens.manager@unya.bc.ca

Posting will remain open until position is filled. Only shortlisted candidates 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 x^wməθk^wəyəm (Musqueam), sḵwəxwú7mesh (Squamish) and selilwitulh (Tseil-Waututh) Nations. We are honoured and grateful to be able to do our work on this land.