

Job Description Youth and Family Worker

Background

Roots Community Services Inc. (RootsCS) is a charitable organization that provides culturally-relevant programs and services to inspire residents in the Region of Peel, primarily from the Black and Caribbean communities, to make positive changes in their lives and within their communities. Our aim is to assist our clients by providing pathways for them to achieve their full potential and in finding solutions to improve their health, well-being and quality of life.

The Position

RootsCS is seeking a **Youth and Family Worker** who will play a pivotal role in providing counselling, case management, wraparound navigation, and justice-related supports to Black youth and their families.

This position combines responsibilities within two key program areas:

Akoma Wraparound Program – providing comprehensive, team-based support to Black youth and families involved with Peel Children's Aid Society, using a holistic, culturally grounded approach.

Youth Justice Program – delivering prevention-focused, culturally relevant supports for Black youth involved or at risk of involvement in the youth justice system, while promoting advocacy, education, and positive life outcomes.

The ideal candidate will be a compassionate, community-oriented professional who is committed to empowering Black youth and families, dismantling systemic barriers, and advancing justice equity through direct service, advocacy, and collaboration.

- **Type of Work:** Contract until March 31, 2026
- **Reports To:** Manager, Youth, Mental Health and Addiction Service
- **Compensation:** \$21,000 with benefits
- **Hours of Work:** Full-time (35 hours per week), hybrid work model, with flexibility for community outreach and program delivery

Major Duties and Responsibilities

- Provide short-term, trauma-informed, and strengths-based counselling to Black youth and their families.
- Conduct assessments, develop individualized service and safety plans, and

monitor client progress.

- Deliver culturally grounded therapeutic interventions focused on emotional regulation, goal setting, and skill development.
- Coordinate wraparound supports that connect families with schools, child welfare, legal systems, and community resources.
- Facilitate family meetings, develop collaborative action plans, and ensure continuity of care.
- Support clients in navigating social, educational, and legal systems while advocating for equitable outcomes.
- Provide justice education and advocacy to youth and families impacted by the justice system.
- Liaise with probation officers, court workers, diversion programs, and community legal services to ensure culturally safe interventions.
- Deliver justice awareness workshops addressing topics such as rights, restorative justice, community safety, and advocacy.
- Plan and facilitate group sessions and workshops promoting emotional wellness, leadership, and community empowerment.
- Conduct community and school outreach to engage youth and strengthen referral pathways.
- Collaborate with partners to design and implement justice-related and wraparound programming.
- Support data collection, evaluation, and reporting for youth and justice-related programs.
- Contribute to program development and community-based research initiatives that advance outcomes for Black youth.
- Identify trends and service gaps to inform continuous improvement and innovation.
- Collaborate with team members, volunteers, and community partners to uphold RootsCS's mission and values.
- Adhere to agency policies, ethical standards, and confidentiality requirements.

Qualifications & Requirements

- Bachelor's degree in Social Work, Child and Youth Care, Criminology, Psychology, or a related field (Master's degree an asset).
- Minimum three years of experience providing counselling, case management, or youth justice services.
- Registration and good standing with a professional college (e.g., OCSWSSW, CRPO) preferred.
- Demonstrated knowledge of anti-Black racism, anti-oppressive frameworks, and culturally responsive practice.
- Understanding of the youth justice system, child welfare structures, and community resources within Peel Region.

- Experience working with Black, African, and Caribbean youth and families, grounded in cultural humility and lived experience awareness.
- Strong interpersonal, communication, facilitation, and documentation skills.
- Proven ability to work collaboratively across service systems.
- Valid Ontario driver's license and access to a reliable vehicle.
- Availability for some evening and weekend work.
- Current Vulnerable Sector Check required.

Work Environment

RootsCS operates in a hybrid model, with a combination of in-office and remote work. Staff are expected to be adaptable and responsive to organizational and client needs.

All employees contribute to the broader growth and sustainability of RootsCS by participating in fundraising, strategic planning, and other organizational initiatives. As part of a team-oriented, inclusive environment, each staff member is integral to advancing RootsCS' mission of delivering culturally responsive programs and services that inspire and empower individuals and families to thrive.

Please email your application with a cover letter to **careers@rootscs.org**, with the subject line Youth and Family Worker. Please note that we will review applications on a rolling basis until the positions are filled.

We thank all who apply for this position; however, only those candidates selected for an interview will be contacted.