



Inspiration. Empowerment. Action.

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Job Description

Child, Youth and Family Therapist (CARE PROGRAM)

Roots Community Services Inc. (RootsCS) is a multi-service charitable organization that provides culturally-relevant programs and services to inspire individuals, primarily from the Black, African and Caribbean (BAC) 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 assist them in finding solutions to improve their health, well-being and quality of life, and to heal from the trauma that inhibits their livelihood.

The Position

Roots Community Services is seeking a compassionate and skilled Child, Youth & Family Therapist (CARE PROGRAM) to provide culturally responsive counselling and psychotherapy to individuals and families within the Black, African, and Caribbean communities. The Therapist will support clients across a range of mental-health concerns including anxiety, depression, grief, trauma, family conflict, and identity development, using an Afrocentric, healing-centered, and client-driven approach.

Grounded in the values of community, connection, and collective healing, this role emphasizes the importance of cultural identity, historical context, and intergenerational resilience in the therapeutic process. The Therapist will offer counselling that integrates both clinical best practices and cultural sensitivity, creating safe spaces where clients feel affirmed, understood, and empowered to heal.

- **Type of Work:** Full time contract until December 31, 2026
- **Reports:** Manager, Family Services
- **Compensation:** \$62,790 to \$67,340
- **Hours of Work:** 35 hours per week

Major Duties and Responsibilities:

These will include but are not limited to:

- Demonstrate knowledge and application of evidence-informed, culturally responsive, and anti-oppressive treatment modalities, including approaches grounded in anti-Black racism frameworks and healing-centered engagement.
- Provide skilled clinical assessments and therapeutic interventions to children, youth, and families/caregivers experiencing a range of emotional, behavioural, or relational challenges.
- Develop, implement, and evaluate comprehensive treatment and service plans that reflect each client's unique needs, cultural context, and lived experiences.
- Collaborate with internal and external partners, such as schools, CAS and community organizations, to ensure coordinated and effective wraparound support for clients and their families.
- Maintain accurate, concise, and confidential case documentation, ensuring data entry and progress notes are completed in a timely and professional manner.

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- Assess and manage client safety risks, designing and implementing appropriate intervention and safety plans.
- Facilitate group sessions, workshops, and community presentations that support emotional wellness, parenting, and family resilience.
- Demonstrate strong oral and written communication skills, with the ability to engage clients and professionals effectively while maintaining appropriate role boundaries.
- Participate in quality improvement and program evaluation initiatives to support ongoing service enhancement.
- Adhere to agency policies, professional standards, and relevant legislation governing children's and family services.
- Complete intake referrals, assessments, and treatment evaluations for clients and families.
- Conduct family therapy sessions and provide advocacy and system navigation support to help families access needed resources
- Complete monthly statistical reports, and program summaries as required.
- Attend regular clinical supervision and participate in team case consultations to support professional growth and reflective practice.
- Work collaboratively as a member of the RootsCS multidisciplinary team, engaging with staff, volunteers, and community partners to meet program goals and enhance client outcomes.

Skills and Qualifications:

- Master's Degree in Social Work, Counselling Psychology, or a related discipline, with a minimum of three (3) years of clinical experience (or an equivalent combination of education and experience).
- Registration in good standing with a recognized regulatory body (e.g., OCSWSSW, CRPO).
- In-depth understanding of community resources, child welfare systems, and relevant legislation under the Ministry of Children, Community and Social Services (MCCSS).
- Strong understanding of the unique needs of Black, African, and Caribbean youth and families, particularly those navigating challenges related to anti-Black racism, systemic oppression, and intergenerational trauma.
- Demonstrated knowledge of and sensitivity to the diverse cultural identities, family structures, and lived experiences within Black communities.
- Familiarity with local community programs, including mental health, counselling, and social support services relevant to Black youth and families.
- Proven experience working collaboratively within the Black community, engaging youth, families, and community partners in culturally affirming ways.
- Exceptional interpersonal and relational skills, with the ability to build trust, demonstrate empathy, and communicate effectively with clients and stakeholders.
- Strong administrative, organizational, and report-writing skills, with attention to detail and accountability.
- Demonstrated ability to be self-motivated, ethical, and adaptable, with a solution-focused approach and strong teamwork orientation.
- Fluency in French or other languages commonly spoken within the Black diaspora is considered an asset.
- Must possess a valid Ontario G driver's licence and have access to a reliable vehicle.
- Must successfully complete a Vulnerable Sector Check prior to employment.
- Ability to work flexible hours, including evenings and weekends, to meet client and program needs.



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Every employee is vital in advancing Roots Community Services Inc.'s mission. As a collaborative and inclusive organization, all staff members are encouraged to engage in special assignments, such as fundraising, strategic planning, and other activities that support the continuous growth and development of RootsCS.

Work Environment

All team members contribute to the ongoing growth and sustainability of Roots Community Services (RootsCS) by engaging in fundraising, strategic planning, and other organizational initiatives. Within a collaborative and inclusive environment, each staff member plays a vital role in advancing RootsCS's mission to deliver culturally responsive programs and services that inspire and empower individuals, families, and communities to thrive.

Please email your application with a cover letter to careers@rootscs.org, with the subject line Manager of Youth, Mental Health and Addiction Services. 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.