

Job Description

Akoma Wraparound Navigator

About Roots Community Services

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

The Akoma Wraparound Navigator seeks to reduce racial inequities and increase the well-being of Black, African and Caribbean Black Canadians (BAC) families who are involved with the child welfare system within Peel region. The Akoma Wraparound Navigator will provide targeted services to Black children, youth and families by engaging the family in establishing a strengths-based relationship to identify, create, and build a supportive family team that works together with Peel CAS for the purpose of developing an outcome plan that is individualized, child focused, strength-based, family-centered and community-oriented.

Terms of Contract: Full-time Renewable on April 1 of each year, based on funding availability and satisfactory performance.

Hours of Work: 35 hours per week

Compensation: \$63,700 - \$67,340

Reports to: Manager, Family Services

Major Duties & Responsibilities

The major responsibilities for this position include but are not limited to the following:

- Using anti-Black racism, anti-oppressive, and culturally centered wraparound principles, the duties and responsibilities will include but are not limited to the following:
 - Developing and coordinating formal support networks for Black families, help parents/families identify and access additional services
 - Connecting service users with resources and support systems
 - Working collaboratively with youth, professionals and other service providers by developing individualized and effective service delivery plans using a strength based, youth and family perspective
- Motivating and supporting Black youth and families in assessing their needs
- Developing, implementing and evaluating service plans according to individual needs

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- Meeting with clients in their homes for the provision of all services when applicable
- Assisting and supporting the Black community to navigate Peel Children's Aid Society and other service systems through engagement, education, and relationship building with local stakeholders
- Participating in quality improvement and program evaluation initiatives; ensuring the availability of required information for all clients by maintaining comprehensive case records and data in a surveys, monthly statistics and summary report of activities
- Coordinating team meetings with the child and family in order to complete intakes and assessments
- Developing strength-based care and crisis plan
- Assisting Black parent/families involved in child welfare to navigate through the system
- Engaging in regularly scheduled clinical supervision and coaching
- Developing and delivering seminars/workshops and presentations as required
- Working cooperatively and collaboratively with staff, volunteers and community partners of RootsCS to meet the objectives
- Perform other duties as assigned.

Qualifications & Other Requirements:

- University Degree in Social Work, Counseling Psychotherapy, Psychology, Nursing, Occupational Bachelor's degree in Social Work or higher; three years clinical experience or an equivalent combination of education and experience
- Must be registered, or eligible for registration, with a professional college (e.g., OCSWSSW or CRPO)
- Demonstrated understanding of anti-Black racism, equity, and issues impacting the Black, African and Black Caribbean community
- Knowledge in a variety of evidence-informed treatment modalities including anti-black racism, anti-oppression and other culturally sensitive approaches to intervention
- Strong understanding of the specialized needs of Black community members who may be experiencing challenges related to anti-Black racism
- Knowledge of and sensitivity to the lived experiences and diverse needs, identities and backgrounds of the Black population in underserved communities
- Experience in and knowledge of the BAC community including an understanding of cultural and local programs and services to which to refer clients, such as mental health and counselling supports
- Skilled in working with local community, advocacy and system navigation
- Knowledge of and adherence to agency policies and procedures as well as relevant legislation
- Exemplary oral and written communication, time management, organizational and critical thinking skills
- Self-directed, strong interpersonal skills and the ability to build rapport with youth/families while working as part of a team
- Ability to effectively assess, manage, design and implement a crisis plan to ensure safety for clients.
- Skilled in dealing effectively and compassionately with clients, stake holders, volunteers and the community

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- Proficient in Microsoft 365, Google Workspace and data management software
- Availability to be on call and provide immediate crisis response
- Valid driver's license and access to reliable vehicle
- Have a clean and recent Police Reference Check
- Ability to work flexible hours (including evenings and weekends).

As part of our mandate for inclusivity, reasonable accommodation can be made for all incumbents to perform the described physical functions of the job. RootsCS is committed to diversity in its workplaces and welcomes applications from all visible minority groups, women, Aboriginal persons, LGBTQ, and persons with disabilities, among other self-identified diverse groups. We also provide accessible Employment practices that are in compliance with the Accessibility for Ontarians with Disabilities Act ('AODA'). If you require accommodation for a disability during any stage.

This job description indicates the key responsibilities and core functions of the position. It is not designed to cover or contain a comprehensive listing of activities, duties or responsibilities required by the incumbent. The incumbent may be asked to perform other duties as required.

Please forward your application with a cover letter addressed to the Manager, People & Culture, by email to careers@rootscs.org with the subject line of **Akoma Wraparound Navigator**.

Please note that we will be reviewing applications as they are submitted until the positions are filled. All employees are expected to participate in special assignments as a team-oriented and inclusive organization. These include fundraising, strategic planning, and other related activities that contribute to the continuous development and expansion of Roots Community Services Inc. Employees are expected to contribute to ongoing department growth and improvement via excellent job performance and proactive communication. Each employee and team are integral to RootsCS' mission.