

Job Description AMANI Social Worker

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

RootsCS was selected as a satellite office of the Centre for Addictions and Mental Health (CAMH) to offer the AMANI Mental Health & Substance Use Program. This program provides culturally-responsive services and care to youth (between ages 14 and 29) from the Black communities.

AMANI's model is rooted in holistic, healing-centered, Afrocentric and culturally responsive care. Offering a range of prevention, early intervention, harm reduction, and recovery-oriented services, to assist youth and their families/caregivers in reducing harm, moving toward recovery, and making healthy choices for themselves and their family. The service also recognizes the resiliency and strength, cultural diversity and intersectional experiences of Black youth and is tailored to respond to their lived experiences of anti-Black racism and systemic oppression.

- **Term of Employment:** Fixed-term maternity leave backfill from December 2026 to March 2027, with the possibility of contract renewal through December 2027, subject to satisfactory performance and the availability of funding.
- **Type of work:** Hybrid work model with minimum 2 days per week in office
- **Hours of work:** 35 hours per week
- **Reports:** Manager, Youth, Mental Health & Addictions
- **Compensation:** \$67,340 - \$72,800

Major Duties & Responsibilities

The AMANI, Social Worker will be responsible for, but not limited to, the following duties:

- Deliver care within the AMANI model that recognizes the lived experience of Black youth who have faced anti-Black racism and oppression relating to many aspects of their lives
- Provide support/intervention to the Black, African and Caribbean (BAC) youth and their families who are dealing with mental illness and addiction
- Provide clinical interventions, including outreach, assessment, and case management both in individual and group setting
- Utilize a strengths-based approach to provide support, encouragement, information and feedback that enable clients and family members to realize their goals

- Support the client's family and service network while maintaining a client-directed philosophy and practice
- Provide culturally responsive counselling and information to reduce the incidence, duration and intensity of crisis
- Provide consultation and referrals to other providers as appropriate
- Assist clients and families in identifying and advocating for their civil and legal rights
- Collect and safely use data relevant to program evaluation and quality improvement
- Support program development and clinical evaluation and be an active participant in continuous quality improvement and research activities
- Maintain accurate client information as per organizational standards and practice
- Endeavour to provide flexible and timely services in the client's environment of choice using an anti-oppressive and Afrocentric approach
- Link clients and family members to supports and services that will promote their well-being, enhance their ability to meet their mental health needs and aid in the development of adaptive behaviours that address problematic substance use
- In coordination with the AMANI Case Manager, develop working relationships with community service providers offering culturally adaptive services which take into account the experiences of BAC communities around racial trauma, racial gaslighting
- Conduct other duties as assigned.

Skills & Qualifications

- A minimum Master's Degree in Social Work, Counselling Psychology, Psychology or a related discipline
- Proof of registration and a member in good standing in a professional college (e.g., College of Psychotherapists, Social Workers, Counseling)
- Proven skills in psychosocial assessment, counselling/therapy, crisis intervention and case management
- Demonstrated skills and experience in the assessment, intervention and treatment of substance abuse and mental health treatment in both individual and group settings
- Strong understanding of specialized needs of Black, African and Caribbean youth
- Knowledge of and sensitivity to the lived experiences and diverse needs, identities and backgrounds of African Canadian and Caribbean Youth
- Knowledge of the Black, African and Caribbean communities, including an understanding of cultural and local programs and services to which to refer clients
- Ability to work in a fast-paced environment with changing priorities
- Strong computer skills in Google Workspace and Microsoft 365 and an aptitude to work with client management databases
- A successful Vulnerable Sector Criminal Records check
- Valid driver's license, access to a reliable vehicle and relevant insurance
- Proficiency in a second language is a significant asset.
- Availability to work evenings is necessary.

Work Environment

Employees are expected to contribute to their departments' ongoing improvement and growth through exceptional job performance and proactive communication. Each individual and team are essential to the success of RootsCS. Committed to workplace diversity, RootsCS welcomes applications from visible minorities, women, Indigenous peoples,



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LGBTQ+ individuals, persons with disabilities, and other self-identified diverse groups. We also ensure accessible employment practices under the Accessibility for Ontarians with Disabilities Act (AODA).

If you require any additional information or have questions, please email peopleandculture@rootscs.org