



**INTERNAL/EXTERNAL POSTING**  
**Community Development Worker (CDW) Full Time**  
**Local Economic Development (LED)**  
**1-year contract (with possibility of extension) (v2)**

Delta Family Resource Centre (Delta Family/DF) is a community-based agency which has served communities in North-West Toronto for 40 years. Situated in ethno-racially diverse communities, DF envisions a healthy and empowered community where families and children thrive. A multi-ethnic, multi-site organization, DF provides a responsive range of programs, services and activities for families, young children and their caregivers, youth, the Black community and seniors. We are committed to anti-oppression, addressing Anti-Black racism and inclusive ways of engaging participants.

Capacity building is a key component of Delta Family's poverty reduction strategies. Other strategies include promoting financial literacy, training, and entrepreneurship and promoting opportunities for gaining income and creating networking opportunities through its Local Economic Development (LED) program. As part of its support for the Student and Family Advocate (SFA) program, Delta Family is seeking a Community Development Worker (CDW) with sound knowledge and understanding of capacity building for Black-led agencies, as well as poverty reduction initiatives and the creation of partnerships which link residents to training and potentially employment/income opportunities. The ideal candidate will have demonstrated experience in coordinating capacity building sessions and the ability to frame these sessions for Black-led organizations involved in the SFA program as well as applying asset-based approaches to community development in low-income communities.

**Responsibilities:**

- Coordination of a series of capacity building workshops for agencies funded by the SFA program, which provides supports and advocacy for Black students and families
- Creating, coordinating and supporting capacity building training and workshops
- Supporting and developing community-led economic strategies that promote economic development for residents of northwest Toronto.
- Working with partners to connect employers and potential employees
- Stimulating social enterprise and supporting other grassroots/emerging initiatives
- Facilitating operations of sewing repair hub and assisting virtual and in-person programs.
- Support and initiate partnerships to jointly offer capacity building programs.
- Supporting agencies who are trusted by Delta Family
- Help grass-roots initiatives- documentation, and expense tracking.
- Enhance Financial literacy of residents and the delivery of financial literacy sessions.
- Support scholarship and internship programs.
- Support local business initiatives- encourage local involvement in local economic development.
- Ensure growth of LED programs consistent with DF values and strategic priorities.
- Promotion of LED and other Delta Family programs and liaise with and support with other Delta Family departments and initiatives
- Prepare project reports and program summary/updates.
- Other duties as assigned.

**Qualifications:**

- Post-secondary education or diploma/degree in Community Development , Social Services, Social enterprise, related field or equivalent experience.
- 2 years experience in capacity building
- Lived experience of the barriers faced by Black families in navigating the education and/or other systems
- Three years (minimum) experience engaging under-served communities.
- Comprehensive understanding of anti-oppression and Anti-Black racism and the ability to work from that lens.
- Understanding of community development principles and demonstrated practice of working from a strength-based position.
- Demonstrated abilities and understanding in financial literacy and local economic development.
- Demonstrated experience in mobilizing and supporting community led initiatives.
- Demonstrated experience working with partners (community agencies, stakeholders etc.).
- Excellent group facilitation skills.
- Experienced initiative-taker and independent worker able to 'hit the ground running'.
- Excellent organizational, planning and program implementation skills.
- Demonstrated advocacy skills and ability to encourage and support organizational advocacy.
- Strong command of the English language, verbal and written.
- Proficient in Microsoft word, Excel, PowerPoint.
- Verbal and written fluency in a second language is an asset.
- The successful candidate will be required to have/obtain a current vulnerable sector Reference Check (can be obtained upon offer of position).

**Salary: \$ 47,434 - \$50,152**

**Application closing date: November 15th, 2021 by :10:00am.**

Please submit your cover letter and resume by the closing date to [hiring@dfrc.ca](mailto: hiring@dfrc.ca)  
2291 Kipling Avenue Etobicoke, Unit 123, ON M9W 4L6

**Subject line:** Community Development Worker (CDW)

**E-mail:** [hiring@dfrc.ca](mailto: hiring@dfrc.ca)

**Please note that internal candidates will be considered before external candidates are processed.**

**Delta Family is an equal opportunity employer and will make every effort to accommodate the needs of candidates through the selection process. Please let us know in advance if you require accommodation.**

**We thank all applicants for their interest. Regretfully, only short-listed candidates will be contacted.**