



**INTERNAL/EXTERNAL POSTING**  
**Pre-Release & Reintegration Worker – Pempamsie Delta Family Resource Centre**  
**(1-year contract with possibility of extension)**

Delta Family Resource Centre (Delta) is a community-based agency which has served communities in North-West Toronto for more than 35 years. Situated in ethno-racially diverse communities, Delta Family equips people with the tools and resources they need to live progressively fulfilling lives, using community-grounded approaches. A multiethnic, multi-site organization, Delta Family provides a responsive range of programs, services and activities for families, young children and their caregivers, youth and seniors. Committed to anti-oppression and inclusive ways of engaging participants, Delta Family works to be part of a healthy, engaged and empowered community where all people thrive.

**Public Safety Canada** has funded Delta Family to deliver Pempamsie - a comprehensive culturally appropriate program for Black youth (predominantly) who are in contact with the Justice system and their families. Pempamsie aims to reduce recidivism of adjudicated youth, prevent at-risk youth involvement in anti-social activities, increase employment and life skills, improve leadership and communication skills, and enhance community relationships between law enforcement officers and at-risk youth. Delta Family is working with four main community partners to deliver this program: For Youth Initiative (FYI), Somali Women and Children's Support Network (SWCSN), Think Twice and Urban Rez. The Pre-Release/Reintegration will specifically work with the partner Think Twice Organization. Other partners will also be included in this important initiative.

**Position Summary:**

Delta Family is hiring a Pre-release and Integration worker who will be responsible for working with Black Youth primarily in open/secure custody facilities and their families, providing culturally appropriate services and supports in facilities and after release. This position works closely with Think Twice.

Reporting to the Program Manager the pre-release and reintegration worker will support healing and reintegration of the client and provide culturally appropriate programming, including crime prevention awareness. They are passionate about creating an environment where everyone feels welcome and respected, have a proven work ethic that is responsive, take responsibility for their actions and honor their commitments, having a desire to engage and work closely with others both within and outside the organizations and embody empathy in all their interactions. The reintegration worker will work as an accountability coach with youth, developing unique re-integration plans for clients. They will connect youth in facilities and after release to relevant resources required to achieve the goals in their plans and support youth by checking in and holding them accountable. The worker will use a solution focused therapy approach to ensure that youth are focusing on practical solutions. All duties must be performed in compliance with the Child and Family Services Act and the Youth Criminal Justice Act, and Ministerial Guidelines. ***Delta Family operates in a hybrid model, and all staff are currently required to be in person at least two days per week.***

**DUTIES & RESPONSIBILITIES**

- Maintain effective working relationships with intra-agency program staff, good relations with federal institutional staff, other community agencies, professionals, government officials, and the community at large
- Conduct intake and assessment procedures to ensure clients' needs are clearly identified and directed accordingly.
- Prepare structured Post Release or Reintegration Plan for the youth and structured step-down process.
- Work with youth and family for gradual phase reduction.
- Perform case management duties and maintain records as per agency policies and procedures
- Advocate for clients and assists them in self-advocacy.
- Liaises with other agencies, professionals and the community on supports needed for reintegration into the community.

- Ensure appropriate systems and environments are in place to support pre-release program and preparing clients for community reintegration.
- Create and maintain accurate, complete and up to date records.
- Arrange for and participate in regular case conferences with Institutional Parole Officers, support staff, and respective clients. In this respect, contribute to the evaluation of youth's progress and provide input into reports as deemed appropriate.
- Support eligible youth leaving custody to identify access and navigate adult service systems relevant to their needs, and transition to adulthood.
- Connect youth to existing supports and resources in the community including - Housing supports; Education resources; Employment services and training; Life skills training (e.g. financial management, household management); Health and mental health services; Legal services; and Victim support services.

**REQUIRED QUALIFICATIONS:**

- BSW, Social Service Worker diploma, Criminal Justice or Child and Youth related diploma or equivalent experience;
- Two or more years of working experience in the area of Youth Criminal Justice Services
- Lived experience of the issues facing Black communities, particularly Black youth
- Knowledge of the Youth Criminal Justice Act
- Experience in supporting youth who are/have been convicted and released from institutions and their families
- Direct program delivery experience in the community social services sector with a demonstrated working knowledge of community-based programs and related provincial and community-based is preferred.
- Previous experience providing assessments, referrals, social services as well as other follow up services to youth and their families
- Understanding of anti-oppressive practices, anti-Black racism and other barriers faced by racialized communities
- Strong organization, time and general management skills and ability to work independently
- Possess strong case management skills
- Excellent written and verbal communication skills in English.
- Current First Aid/CPR certification
- Criminal Record Check with Vulnerable Sector Screening required
- Able to work flexible hours with evening and some weekend availabilities required
- Possess training such as Non-Violent Crisis Intervention Certificate and/UMAB or ART (as an asset)
- Valid Ontario Driver's License, and use of a vehicle and second language are assets

**Remuneration: \$47,893 - \$50,303**

**DEADLINE: May 16<sup>th</sup>, 2023**

Forward your cover letter and résumé *quoting position (Pre-release & Reintegration worker) title* by the closing date to:

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

Hiring Committee,

Delta Family Resource Centre

2291 Kipling Ave. Toronto, ON M9W 4L6;

**Fax# :( 416)-747-7415**

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.

***Delta Family thanks all applicants; however only short-listed candidates will be contacted.  
Internal candidates will be processed before external applicants are considered.***