

JOB POSTING (EXTERNAL/INTERNAL)

Youth Justice Worker - Mmere Dane Program

Full Time Position –Unionized

One Year – Renewal Dependent on Funding

Background:

Delta Family Resource Centre (Delta Family) is a community-based, non-profit organization dedicated to supporting children, youth, and families in Northwest Toronto, with a particular focus on the Black community. Through equitable, culturally responsive, and community-driven programs, Delta Family works to build healthy and empowered communities where families can thrive.

The Mmere Dane Youth Justice Project, which provides support to Black and racialized youth involved in the justice system and their families, is seeking a dynamic and experienced **Male Youth Justice Worker (YJW)** to join the team. Reporting to the Manager, System Advocacy and Navigation, the Youth Justice Worker will provide case management, advocacy, mentorship, and system navigation support to youth aged 12–17+ and their families. The successful candidate will work collaboratively with schools, courts, probation services, Toronto Police, and community partners to help youth access resources, build leadership skills, and achieve positive outcomes.

Using a strengths-based, trauma-informed, anti-oppressive, and culturally responsive approach, the Youth Justice Worker will facilitate individual and group programming, support youth development, and connect families to services across the justice, education, health, housing, employment, and social service sectors. This is a hybrid position requiring a minimum of three in-person days per week, including occasional evenings and weekends.

Position Responsibilities:

- Deliver culturally responsive services that demonstrate a strong understanding of Anti-Black Racism, anti-oppression, poverty, systemic barriers, and the diverse experiences of Black youth and families.
- Work closely with Black youth (ages 12–17) and their families who have been charged and are awaiting trial, providing individualized support, advocacy, skill development, and meaningful connections that help them effectively navigate the justice system.
- Support youth and families in navigating complex systems, including youth justice, education, child welfare, housing, employment, health, and social services.
- Engage youth and families in identifying their strengths, needs, goals, aspirations, skills, and barriers, and collaboratively develop individualized service plans to support positive outcomes.
- Maintain an active caseload of approximately 15–20 youth and families while ensuring timely follow-up and service coordination.
- Utilize case management system on an ongoing basis to document client interactions, maintain accurate records, close files, and participate in case conferencing and service planning.
- Learn and implement the Delta Family Sesa Wo Suban Model, which places youth, families, culture, and community connections at the center of service delivery.
- Collaborate with youth, caregivers, probation officers, schools, courts, police services, and community partners to develop and implement coordinated service plans.
- Build and maintain strong cross-sector partnerships with justice, education, health, child welfare, housing, employment, and community service providers to enhance service access and support integrated care for youth and families.
- Demonstrate professionalism, cultural humility, and sound judgment when interacting with youth,

families, community stakeholders, and system partners.

- Facilitate one-on-one interventions and group-based programming that promote leadership development, resiliency, life skills, positive identity formation, and community engagement.
- Provide caregiver support through individual and group sessions that strengthen family relationships, enhance resilience, and improve access to community resources and supports.
- Conduct assessments, provide case management and advocacy services, and make appropriate referrals to internal and external resources.
- Monitor program outcomes, maintain accurate service statistics, and ensure program deliverables meet contractual, organizational, and funder requirements.
- Foster strong working relationships across Delta Family departments to support organizational goals, staff collaboration, and holistic wraparound services for youth and families.
- Participate in training, professional development, community engagement activities, and organizational initiatives as required.
- Perform other related duties as assigned.

Position Qualifications:

- BSW, SSW diploma, or an equivalent combination of education, training, and relevant experience.
- Minimum two (2) years of experience working with justice-involved youth in community-based or youth justice settings.
- Experience delivering youth-focused programs, facilitating group activities, and engaging Black and racialized youth and families.
- Lived experience and/or a strong understanding of the impacts of Anti-Black Racism, systemic inequities, and the barriers facing Black youth and families.
- Knowledge of the youth justice system, including court processes, probation services, advocacy, and system navigation.
- Experience in assessment, case management, service planning, crisis intervention, and referrals.
- Strong understanding of trauma-informed, anti-oppressive, and culturally responsive practices.
- Knowledge of community resources and ability to coordinate services across justice, education, health, and social service sectors.
- Demonstrated ability to build collaborative relationships with youth, families, community partners, and cross-sector stakeholders.
- Excellent communication, facilitation, interpersonal, and documentation skills, including proficiency with case management systems and data reporting.
- Ability to work independently and collaboratively in a hybrid environment, including occasional evenings and weekends.
- Ability to communicate in languages commonly spoken within Toronto's diverse communities is an asset.
- Current First Aid/CPR and crisis intervention training (e.g., UMAB, CPI, ART) are assets.
- Established community connections within Toronto Northwest neighborhoods are an asset.

COMPENSATION: \$49,345 - \$56,650 (SW 1 – SW5)

**Submission Details:
Opened until Role is Filled**

Please send your resume and cover letter in one document to hiring@dfrc.ca

Subject Line: Youth Justice Worker

Delta Family is an equal opportunity employer and makes every effort to accommodate the needs of candidates through the selection process.

Internal candidates will be considered and processed prior to external applicants.

We thank all applicants for their interest; however, only those who are shortlisted will be contacted.

