



CHILD AND YOUTH WORKER – CHILDREN'S RESIDENCE

Full Time, Contract (40 hours/week) – 12 Months

Pay Rate: \$30.00/hour

Mileage Reimbursement Rate: \$0.56/km

Reporting to the Manager of Children's Residence and Support Services, the incumbent establishes warm and trauma-informed relationships with youth in a purposeful, planned, goal directed manner to have an impact in a positive and educational way. The incumbent provides guidance and appropriate controls in all phases of the youth's daily life, performs normal youth care tasks (e.g. meals, recreation, etc.) assuring the safety and well-being of the youth. The incumbent recognizes dysregulated behaviour and uses proactive and responsive strategies to support emotional regulation and maintains safety. The incumbent also participates in Plans of Care and develops and facilitates therapeutic and recreational programming one to one, and in group settings, with youth. This position works in conjunction with the assigned agency case manager, other pertinent agency staff and programs, biological family and/or alternate caregivers, educational programs, and community collaterals. Excellent professional development opportunities and a supportive work environment are provided.

Position Requirements

- Child and Youth Worker Diploma or Degree, Social Work, DSW, and other educational backgrounds and related experience will be considered.
- Experience in residential care work.
- Excellent knowledge base and clinical skills within professional practice regarding adolescent development (and the effects of maltreatment on development), family dynamics, parenting and childcare principles, crisis management, conflict resolution, therapeutic programming and residential treatment.
- Personal practice that includes both strengths based and cognitive behavioural therapy approaches.
- Awareness and interest in dialectical behaviour therapy is an asset.
- Demonstrated ability to work collaboratively within multi-disciplinary teams.
- Adapt to changes and demonstrate flexibility to meet the demands of work assignments.
- Work in a safe manner in accordance with the Society's health and safety policies and procedures and all relevant legislation.
- Possess knowledge of, and experience in, the provision of parenting intervention strategies via feedback, coaching and collaborative goal setting with family members, consistent with a strengths-based approach.
- Demonstrated problem solving, critical thinking and analytical skills.
- Demonstrated understanding of the dynamics of attachment of children to their parents, extended family members and to significant others.
- Case noting, communication skills.
- The importance of cultural diversity in child rearing practices, parenting, and family resources.
- Excellent communication, documentation, organizational, and time management skills.
- Demonstrated knowledge, skills, and abilities to collaborate effectively with diverse communities.
- Ability to work 12-hour shifts (7:00 am to 7:00 pm and 7:00 pm to 7:00 am) as scheduled.
- Current Standard First Aid Certificate and PMAB certificate (or willingness and ability to obtain).
- Knowledge of the impact of oppression, anti-Black Racism and colonization has on the lives of service users, with particular attention to identity formation and systemic issues.
- Upon conditional offer of employment:
 - Valid "G" Ontario Driver's License and safe driving record.
 - Upon hire, submission of a current Vulnerable Sector Criminal Records Check satisfactory to Employer.
 - Access to a reliable insured vehicle.
 - Flexible schedule (including evenings, weekends).
 - Child Welfare Records Check satisfactory to Employer.

Application Information – Applications Received to July 16, 2026 @ 5:00 pm

Please submit a cover letter and resume on-line at www.thunderbaycas.ca "Career Opportunities." Individuals may also submit an application directly to: Human Resources, The Children's Aid Society of the District of Thunder Bay, 1110 Jade Court, Thunder Bay, ON P7B 6M7

The Society is committed to supporting and advancing equity, diversity and inclusion in our organization and the society in which we serve. As such, we are expressly interested in receiving inquiries and applications from individuals who identify themselves as Indigenous, racialized, or equity seeking to better reflect the demographic profile of Thunder Bay and District.

TBCAS is committed to a candidate selection process and work environment that is inclusive and barrier free. To ensure candidates are assessed in a fair and equitable manner, accommodation will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA) and the Ontario Human Rights Code.

We thank all applicants; however, only those considered for an interview will be contacted.