

Youth Services Team Lead

RNJ Youth Services – Smiths Falls

Founded in 1987, RNJ Youth Services is a non-profit charitable organization dedicated to assisting young people in becoming productive community members. Our mission is to support mutual accountability between individuals and their community, to build resiliency and enable success. We believe that, supported by a compassionate and effective network of community partners, all individuals have opportunities to lead productive lives.

Career Opportunity – Youth Services Team Lead

Our organization is growing. We're currently searching for a positive, hands-on youth services professional to lead a team at our Smiths Falls location. This is a full-time, permanent position

Reporting to the Executive Director, the Team Lead will engage, motivate and supervise front-line program staff, in addition to delivering front-line service.

This is an outstanding opportunity to play a key role in shaping the culture and strategic vision of a small, growing organization. As an ideal candidate for this role, you're a dedicated, skilled social services professional looking to build on your supervisory experience, grow into a management role, and become a leader within the organization. You're conscientious, constructive and team-oriented, with the rare ability to inspire excellence in others.

Here's what you'll do:

Leadership Responsibilities:

- Foster and maintain an organizational culture of positivity, open communication, collaboration, respect, inclusiveness and accountability.
- Through clear, effective goal-setting, empower teams and individuals to deliver exceptional client service as per program outlines and funder expectations.
- Coach, mentor and train staff in a variety of service delivery standards, methods and procedures.
- Manage individuals' performance and team dynamics, schedule staff, delegate tasks and set deadlines.

Front-line Service Delivery Responsibilities:

- Develop individualized client plans, and initiate referrals, on the basis of interviews/consultation with children, youth, families and significant others, using a strengths-based approach.
- Work collaboratively with client, family, community, police, Crown, education and other partners as appropriate to manage cases. This includes participation in case coordination meetings, education planning and court appearances.
- Produce reports for the court, police, community partners, etc.
- Develop, facilitate, evaluate and coordinate client education, support and skill-building groups.
- Maintain appropriate documentation of assessments, plans and interventions.
- Liaise with community agencies and services through consultation, information-sharing and public education opportunities.
- Participates in multi-disciplinary case coordination sessions.

- Maintains competence and currency in Child & Youth, Justice and Education issues through in-service and continuing education.

Here's what we're looking for:

- Post-secondary education in Child & Youth Care, Social Work, or a related field.
- 5+ years' experience in Youth Justice, Mental Health and/or Addictions.
- 3+ years' experience leading and managing teams in a social service setting.
- A constructive, team-oriented approach to leadership.
- Exceptional communication skills and highly developed interpersonal skills.
- Experience in liaison work with schools and community agencies.
- Demonstrated screening and assessment skills.
- Ability and willingness to work and travel throughout Lanark, Leeds and Grenville counties.
- High degree of computer literacy.

To Apply:

Please forward your cover letter and resume, quoting "Youth Services Team Lead" in the subject line, to our recruiting partner, the Business Sherpa Group, at:

careers@businesssherpagroup.com

Closing Date:

Applications will be accepted until November 23, 2018.

RNJ Youth Services respects the dignity and independence of people with disabilities and provides accommodations throughout the recruitment and hiring processes. If you require accommodations, please indicate so in your cover letter.