



Youth Violence Prevention Coordinator Youth Collective Voice | Youth Violence Prevention Project (YVP)

Flemingdon Health Centre (FHC) is a registered charity and an incorporated not-for-profit Community Health Centre (CHC) located in Toronto. FHC provides inter-disciplinary primary health care, health promotion, disease prevention, and community development programs and services. We offer a variety of programs and services to people living within our catchment area (O'Connor-Steeles-Victoria Park-Bayview). Our approach to community health encompasses the broad determinants of health such as education, employment, isolation, food security and social supports, and utilizes a community development model to promote health, prevent disease, and build community capacity.

FHC recently received funding for the Youth Violence Prevention project from the City of Toronto to work in partnership with community agency partners, the project steering committee and advisory groups in Flemingdon Park and Thorncliffe Park. This funding's overall goals include; developing programming that is responsive to violence prevention and intervention for youth ages 10 to 29. This role will work with youth vulnerable to violence or hard to reach youth to co-design prevention-intervention-interruption programs that address equitable access gaps around basic needs, capacity building and resilience to navigate systems to meet their needs instead of crime and gun violence. Anticipated outcomes of this project: Program Youth who live in these neighbourhoods are able to live, learn, work and play in safe and nurturing environments.

Employment Terms: Project - March 2021 to November 2021 (21 hours/week, some evenings and weekends required)

Salary: \$27.46 per hour (in addition 4% vacation pay)

Reporting to: Manager, Population Health and Wellness

Expected Start Date: March 2021

Duties and Responsibilities include:

- Assess the need of youth vulnerable to violence in Flemingdon Park and Thorncliffe Park communities' needs in which prevention programming will be implemented.
- Assesses the needs of young people in the community, plans and delivers programs related to areas such as health, fitness, smoking, drugs, gangs, violence, relationships and bullying
- Work with community members and organizations where prevention programming is being implemented to implement community change strategies using the *Collective Impact Framework*
- Establish strong collaborative partnerships with other YVP project grantees, TDSB, Toronto Public Health, Toronto Community Housing, Toronto Police Services, City of Toronto Crisis Response (FTCCRT), probation services and relevant court diversion programs and key community leaders to ensure the effective implementation of the project.
- Implement communication tools/strategies to ensure effective and timely communication between community agencies, residents and other community stakeholders
- Conduct direct community-based engagement and outreach in the Flemingdon Park and Thorncliffe neighbourhoods and establish a consistent presence with youth in the local neighbourhoods.
- Communicate with relevant community members, and leaders and other key stakeholders in prevention programming to engage them in and garner support for prevention programming.
- Conduct, synthesize and apply research findings to develop and/or improve prevention initiatives.
- Identify mentorship opportunities for coaching and supports at-risk Youth to facilitate personal, social and educational growth while encouraging greater social inclusion;

- Facilitate educational seminars and professional training, as appropriate, for participants in prevention programming.
- Attend workshops, network, planning meetings and conferences and participate in relevant training opportunities.
- Ensure administrative duties are complete and the database is kept up to date, reflecting the current engagement of youth and comply with reporting responsibilities to the City of Toronto and FHC.
- Participate in and provide opportunities for other prevention staff to cultivate relationships with other prevention workers and allied professionals.
- Under the direction of Manager, Population Health and Wellness, manage, coordinate and administer youth and community consultations, reports and formal presentations.
- Performs the responsibilities of the position consistent with the policies of Flemingdon Health Centre.

Knowledge, Skills, and Abilities include:

- University Degree or completion of College Diploma in a related field such as Child and Youth Worker, Social Service Worker/Social Work, Social Science and/or an approved equivalent of education and related experience.
- Proven minimum 3 years' experience providing direct support and/or delivering programs with at risk youth
- Education and/or experience developing, implementing, utilizing, and reporting about evaluation for program improvement and measuring program impact.
- Experience related to engaging individuals and organizations in coalition building, policy education, social norms change, or community mobilization efforts directly related to violence prevention efforts, and specifically to sexual violence prevention efforts.
- Knowledge and/or familiarity with the community in which prevention programming will be implemented – Flemingdon Park and Thorncliffe Park
- Experience in programming designed to create changes in social norms and/or focused on social justice efforts.
- Experience in developing, implementing, and evaluating youth leadership, youth development, and/or youth social justice programming.
- Demonstrated experience with traditional and non-traditional outreach activities and strategies aimed at youth
- Experience and sensitivity working with members of different cultural and racial backgrounds, including visible and non-visible dimensions of diversity
- Knowledge of and sensitivity to the experiences, issues and needs of at-risk youth normally acquired through lived or work experience
- Well-developed interpersonal, and relationship-building skills; ability to establish rapport and excellent communication with youth, their families, community partners, staff and volunteers
- Strong and demonstrated ability to form relationships with marginalized individuals while maintaining strong boundaries
- Strong ethical communication and relationship-building and maintenance skills.
- Exceptionally strong organizational skills, ability to manage multiple deadlines, and multiple program activities.
- Mental Health First Aid and Crisis intervention training (CPI, NVCI, TCI) considered an asset.
- Excellent knowledge and understanding of determinants of health
- Excellent written communication skills. Proficient computer skills in Microsoft Office and video conferencing
- Flexibility regarding assigned work schedule, including days, evenings, weekends
- Experience working from an anti-racist/ anti-oppression framework (ARAO)
- Valid Police Records Check
- Valid First Aid, CPR, and G-class driver's license with access to a working vehicle daily are assets



Note: This is a bargaining unit position with UFCW. Terms may be altered as a result of collective bargaining.

Application Deadline: Monday, March 1, 2021, by 5 pm Eastern time

Qualified applicants are invited to submit an electronic resume and cover letter in MS Word or PDF format to Jobillico link at:

<https://www.jobillico.com/en/job-offer/flemingdon-health-centre.cUkdNk/youth-violence-prevention-coordinator/5851495>

Please include a cover letter and resume in a single file. Kindly use "**Youth Violence Prevention Coordinator– Your name**" as the subject line of your e-mail.

We encourage applications from individuals who can identify with the diverse communities we serve.

We thank all applicants for their interest but regret that only those selected for an interview will receive acknowledgement. Please note that a criminal background check (Vulnerable sector) will be conducted for this position.

In accordance with the Ontario Human Rights Code and the Accessibility for Ontarians with Disabilities Act, 2005, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.