



## **Cultural Coach Competition # 1392**

The Family Centre has a strong reputation for providing quality services basing our work on research and evidence based practices. We pride ourselves on providing leading edge training and strong, reflective supervision. Our intention is to create a healthy organization that is intelligent in its response to community issues and intentional about our respectful treatment of each other. We have a strong focus on Trauma Informed Care for the communities we support, as well as our staff teams. The Family Centre strives to hire a diverse team of employees, reflecting the diverse communities we support.

### **Mission:**

The Family Centre exists to support families and children to help them flourish and to help people engage with one another in order to promote healthy, safe, and economically viable communities.

### **Vision:**

Healthy families in healthy communities.

The Cultural Coach facilitates youth driven programming to youth through the Action for Teens Program. The Coaches work with Ethno-Cultural youth who have been identified as in need of support adjusting to life in Canada or reconnecting to their culture. The Coaches develop healthy relationships with the youth and help them strengthen their sense of identity, sense of belonging and self-confidence. In addition to newcomers, the Coaches work with second and third generation immigrant youth who know little about their culture of origin, or fail to see the importance of being connected to their heritage. Cultural Coaches assist the youth in learning more about their culture and re-establish bonds to their cultural community thereby increasing the natural support systems surrounding the youth. With support, the Coaches hope that the youth will have a better understanding and ability to cope with the cultural differences they are experiencing in their new country, school and community. The desired outcome for the program is to decrease the youth's vulnerabilities and increase strengths and resiliencies. This position reports to the Manager of Community Initiatives at The Family Centre.

### **Qualifications**

- Degree in Human Services / Social Work or Community Development
- 2 years' experience working with youth
- Eligibility for membership in a professional organization
- Effective communication skills with a wide range of individuals
- Ability to work in an integrated service team
- Knowledge of community resources
- Computer Literacy
- Caseload management skills (formal and informal)



- Police Criminal Record Check and Child and Youth Information Systems Check (must have to start employment and renewed every 3 years)
- Standard First Aide-16 Hours and Suicide Intervention Training-14 Hours (must have within 3 months of employment and refreshed every 3 years)
- Indigenous Awareness (8 hours within the first twelve months of employment and every year thereafter)
- 2 million Vehicle Liability Insurance
- Driver's Abstract

### **Attributes:**

Successful candidates will demonstrate the following competencies:

- Interpersonal skills to help establish good working relationships with clients and stakeholders
- Ability to establish clear boundaries and be sensitive to individual needs
- Ability to problem solve and work in a team environment
- Be a Brand Ambassador
- Excellent organizational skills, flexible and creative problem solving skills
- Excellent program facilitation and development skills

### **Key Responsibilities**

- Engage youth from Ethno Cultural and Mainstream communities to participate in the programming
- Establish positive relationships with youth by coaching, role modeling, mentoring and supporting
- Work with youth to determine their unique social and recreation needs/interests
- Provide drop-in groups that include the following four elements: Cultural Content (creative activities for the youth to learn from each other about their different cultural backgrounds); Recreation (variety of healthy activities that promote a healthy lifestyle); Guest Speakers (topics of discussion chosen by the youth); and Healthy Nutrition (promoting healthy eating and culturally appropriate food)
- Increase the youth's network of social support
- Assist youth in developing new skills (social skills, communication skills, problem solving skills, coping skills, etc.)
- Assist youth in becoming more aware of their strengths and qualities (leadership, empowerment, boundaries, positive identity, commitment to learning, etc.)

### **What to Expect**

- *Training – compressive onboarding/orientation process with includes service specific training, and agency wide core training.*
- *Feedback – a strong supervision model that provides regular formal and informal opportunities for feedback*
- *Performance coaching – formal and informal coaching regarding the development of personal and professional growth and development.*



## **Compensation**

The Family Centre is committed to employee wellbeing and development. The comprehensive compensation package offered to employees reflects those values and is competitive within the marketplace.

- \$44,096 to \$56,827 annually
- Manulife Health Benefit Plan
- 3 weeks' vacation
- RRSP matching
- Ongoing paid training

## **Please send your resume to:**

Nimir Raval, Manager Community Initiatives

[nimir.raval@the-family-centre.com](mailto:nimir.raval@the-family-centre.com)

*The Family Centre thanks all applicants in advance. Only those candidates selected for an interview will be contacted. The Family Centre is an equal opportunity employer. We are committed to inclusive, barrier-free recruitment and selection processes, and work environment. We will be happy to work with applicants requesting accommodation at any stage of the hiring process.*