

POSITION: GANG ACTION INTERAGENCY NETWORK – MENTOR

This project is hosted by Spence Neighbourhood Association and jointly managed by JHSM and the GAIN Director

The Gang Action Interagency Network (GAIN) is looking to hire for the Mentor position which is 30 hours per week. GAIN is looking for someone to engage in mentorship and outreach work with youth currently involved, associated or at risk of gang involvement. This position will be responsible for connecting with youth, building positive relationships, providing them with alternative options to gang activity and working with youth to develop wraparound supports with the goal of creating a new path forward. This position is a 6 month term.

Priority will be given to Indigenous people, Newcomers, people of colour, women, and individuals with lived-life experience

Primary Responsibilities Include:

- Develop and support youth to complete their New Pathway Goals
- Encouraging youth to engage in positive prosocial life choices
- Connect participants and families to relevant resources
- Facilitate conversations and dialogue in a healthy and respectful way
- Finding ways to build belonging and connecting youth to their community
- Conduct outreach efforts to local agency, school and community groups
- Able to handle crisis situation in when needed
- Participate in weekly staff meetings
- Maintain regular contact with participants, and support participants as required
- Assist in data collection, and regular documentation as supervised by GAIN Coordinator
- Assist with behavior management and contribute toward participant retention and program sustainability, assuming responsibility for other tasks that may be assigned
- Represent GAIN in community events and in the public
- Must be comfortable working one-on-one and in small groups with gang involved people
- Hour Breakdown Admin (25%) Outreach (25%) One-on-One supports ((50%)

Desired Qualifications:

- Demonstrated knowledge of the history and culture of Indigenous peoples
- Demonstrate knowledge and understanding of complex situation newcomer face

- Must be a 'team-player,' who cares for others and contributes positively to the workplace culture
- Must have strong communication skills and committed to acting with professionalism
- Experience working with at-risk inner-city youth and families and/or understanding of inner-city issues
- Understanding of barriers, and experience working with Indigenous and Newcomer youth and their families
- Experience in mentoring or counselling individuals, including in crisis situations
- Understanding of resources available for youth and families within the inner-city
- Understanding of culture, cultural identities and resources (specifically Newcomer and Indigenous)
- Able to manage a flexible work schedule, work in times of crisis, and under pressure
- Able to work afternoons, evenings and weekends
- Ability to prioritize and problem solve in fast paced environment
- Able to effectively keep accurate files, incident reports, attendance and other data pertaining to the project
- Knowledge of 'Google Environment' (ie. Gmail, Google Docs, Google Sheets etc.)
- Ability to provide a current criminal record check, child abuse registry check. Please note: the existence of a criminal record may not disqualify applicants

Assets:

- Relevant education or experience in one-on-one mentorship, wraparound model, social work, community development, inner city studies, lived-life experience, or other applicable fields.
- Relevant training including: current First Aid & CPR, ASIST, Non-Violent Crisis Intervention
- Experience working with youth involved in or vulnerable to gangs and gang recruitment
- Experience working with youth involved in or vulnerable to sexual exploitation
- Experience working with youth with addictions and/or mental health issues
- Experience working with LGBT2SQ* community and other marginalized groups of youth
- Understanding of the Youth Criminal Justice System, Child and Family Services, WPS, etc.
- Understanding of Restorative Justice theory and practices
- Class 5 Driver's License

Hours and Remuneration:

The employee agrees to fulfill a 35 hour work week. GAIN agrees to pay \$16/hr for 30 hour work week on a bi-weekly schedule, with hours paid as worked.

The Spence Neighbourhood Association and the Gang Action Interagency Network would like to encourage applications from qualified candidates who reflect the diversity of our city.

DEADLINE FOR APPLICATION:	Monday December 10th, at 12:00pm
SUBMIT RESUME & COVER LETTER TO:	Gang Action Interagency Network Attention: Sean Sousa 231 Isabel Street Email: gain@spenceneighbourhood.org