

## DELTA FAMILY - YOUTH JUSTICE WORKER

Delta Family Resource Centre (Delta) is a non-profit community organization which envisions a healthy and empowered community where families and children thrive. Delta is situated in diverse communities and provides a wide range of programs, services and activities that serve residents of Northwest Toronto, prioritizing services to the Black community. Delta is committed to equity and works to model meaningful community development.

As part of its Guns, Gangs and Violence Reduction Strategy, the Province is addressing community safety by facilitating the delivery of tailored youth violence prevention programs. In an attempt to “provide community-based supports and increase the ability for youth, young adults and their families to access justice and court services”, Delta Family Resource Centre delivers a program for youth who have been charged with robbery and other offences in North West Toronto. ***Delta Family is seeking a dynamic and experienced Female Youth Justice worker (YJW) to deliver the Mmere Dane project.***

Reporting to the **Manager System Advocacy & Navigation**, the YJW will deliver services primarily to Black and racialized youth **aged 12 – 17** who are involved with the Youth Court system and their families. They will establish linkages with youth and partners, liaising with clients, community partners such as school administration, Toronto Police, local community agencies, and Probation and Extra Judiciary programs. They will develop and implement program components (e.g. facilitate educational workshops, recreational activities, employment training, mentorship, and deliver anti-violence curriculum). They will engage youth, train and mentor them to develop their innate leadership. Approaches include: evidence-based programs, individual counseling, client outreach, client advocacy and supportive case planning to facilitate access to community supports. **Work is hybrid with at least 3 or 4 in-person days.**

### Responsibilities:

- Deliver services which demonstrate an understanding of the context of Anti-Black Racism, Anti-oppression, poverty, and diversity.
- Work closely with Black youth aged 12 – 17 and their families who have been charged and are currently waiting for trial to equip them with skills, connections and experiences that prepare them for to effectively navigate the justice system
- Assist youth and their families to effectively navigate the justice system and other complex systems (welfare, education etc.)
- Engage youth to identify issues, needs, goals, aspirations, skills, abilities, and services required as well as barriers to accessing these services and develop suitable plans to access them
- Engage and maintain a caseload of 15-20 youth at any given time.
- Weekly use of case management system - CaseWorthy – to update notes, close files and navigate it during case conference sessions.
- Learning and implementing our Delta Family Sesa Wo Suban Model that places youth and families connections at the Centre of the work.
- Work collaboratively with youth, parents, probation officers, schools, police and youth service providers to develop effective service delivery plans
- Demonstrate high level of professionalism when dealing with community and partners (schools, courts, social service partners including local police)
- Deliver one-on-one and group workshops designed to facilitate leadership development and build resilience of participating youth.

- Provide caregiver support through facilitated session while building resiliency strengthening family connections and resource navigation service when available.

- Provide assessment, case management and referral services to families
- Maintain service statistics and recording of all services as required and ensure that program activities/ deliverables meet contractual outcomes.
- Develop and maintain cross-departmental relationships within Delta Family for workplace morale and wraparound supports for clients and families
- Perform other job-related duties as required

#### **Qualifications:**

- BSW, SSW or equivalent Post-secondary education, professional training or equivalent relevant experience.
- A minimum of 2+ years of Youth Justice experience
- Experience with delivery of justice youth programs; facilitation of youth-led activities, using a variety of approaches and youth engagement techniques.
- Lived Experience and/or understanding of the impact Anti-Black racism has on Black youth and the need for culturally relevant programming for this constituency
- Demonstrated ability to engage youth and build positive rapport with Black and racialized youth
- Ability to develop and maintain strong working relationships with internal and external partners (Justice centre, Probation and parole, court administration, community, agencies and supporting services).
- Direct experience with providing court support to youth and families who are accessing the services and programs.
- Strong understanding of cause and impact of youth violence; the barrier and challenges Black families face in Toronto
- Clear understanding of Anti-Black Racism and Oppression.
- Experience in assessment, case management and discharge planning.
- Knowledge of social service community resources and outreach and making effective referrals
- Demonstrated abilities in working collaboratively and effectively with team colleagues
- Interest in and ability to work across departments and connect with colleagues to support clients
- Strong written and verbal communications skills
- Ability to work virtually and to work flexible hours (evening hours required)
- Ability to speak languages (other than English) common in west-end Toronto an asset
- Current First Aid/ CPR, UMAB, CPI or ART an asset
- Established linkages with youth in the Toronto Northwest neighborhoods an asset

**Remuneration: \$46,799– 52,853 (CDW 1 -3) per annum**

**Closing Date: January 21, 2026**

Forward **your resume and cover letter** quoting **Mmere Dane: Youth Justice Worker** to: [hiring@dfrc.ca](mailto:hiring@dfrc.ca).

**Wherever possible, accommodation will be provided. Please let us know in advance if you require accommodation**

***As a unionized workplace, internal candidates will be processed before external applicants are considered***

**Delta Family thanks all applicants; however only short-listed candidates will be contacted.**

