

Fernwood NRG is a social enterprising non-profit organization run by and for the residents of Fernwood. Fernwood NRG serves the Fernwood neighbourhood by:

- supporting individuals and families with affordable, high quality services and housing,
- increasing food security through improving access to affordable, high quality food,
- playing an active role in developing the neighbourhood economy, and
- engaging the neighbourhood through activities, events and communications.

The ideal candidate is imaginative, resourceful, and reliable. They are knowledgeable about support strategies, nature-based programming, and building positive long-term professional relationships. A desire to work in collaboration across the organization is highly valued. This is an exciting position for someone wanting to deepen and expand their child and youth experience with a leading social enterprise.

Job Summary

The Out of School Care Inclusion Support Worker is responsible for supporting children's access and success in Out of School care. This position works one-on-one with a specific child to foster inclusion within programming, while ensuring the health and safety of all children are met through Child Care Licensing Regulations and Fernwood NRG Out of School Care policies.

The position will work with children who have extra behavioural support needs within our Out of School Care program. This includes but is not limited to following, writing and maintaining care and safety plans, helping a child be included in the program, working to overcome the child's barriers to inclusion, and working with the child to develop strategies for expressing emotions and needs. This could include one-on-one time as well as break-out strategies and visual forms of communication.

The role also includes providing direction to other staff on how to best support the success of the child's inclusion and being the first point of contact for parent questions and concerns.

General Responsibilities

- Provides inclusion support to one child who is unable to be a part of the group on their own.
- Uses behavioural guidance strategies to develop a trust based relationship with the child.
- Uses behavioural guidance strategies to re-direct the child.
- Promotes Social Emotional Competence.
- Uses Non-Violent Crisis Intervention skills to ensure the safety and de-escalation of the child's behaviour.
- Designs supportive environments.
- Utilizes effective environmental arrangements to encourage social interactions.

- Provides instruction to aid in the development of social skills.
- Promotes identification and labeling of emotions in self and others.
- Explores the nature of feelings and the appropriate ways they can be expressed.
- Promotes children's individualized emotional regulation that will enhance positive social interactions within the classroom.
- Establishes and enforces clear rules, limits, and consequences for behavior.
- Creates care and safety plans in consultation with the Family Programs Coordinator, parents, and professionals to best support the child.
- Provides instruction to other OSC staff by:
 - Providing support and direction to OSC staff regarding the child's development;
 - Ensuring staff are following appropriate behaviour and guidance strategies with the child;
 - Ensuring staff are familiar with care and safety plan instructions.
- Works with the Family Programs Coordinator to submit licensing reports as required, and other duties as needed to maintain good standing with Licensing.
- Builds and maintains professional working relationships with parents and care-givers.
- Attends regular meetings with the Family Programs Coordinator.
- Other duties as assigned.

Qualifications/Requirements

- Minimum 2 years' experience working directly with children aged 5-11.
- Minimum 1 year experience working with children on the high needs spectrum and children and youth facing conditions of risk.
- Ability to meet the requirements for a "Responsible Adult" with Child Care Licensing Regulations, including 20 hours of Child Development training.
- Certifications in two or more of the following: non-violent crisis intervention, special needs, trauma informed practice, conflict resolution, positive behaviour intervention, regulation strategies, and/or a combination of demonstrated experience.
- Familiar with the Community Care and Assisted Living Act's Child Care Licensing Regulations.
- ECEA, ECE, and/or SN certification are considered strong assets.
- Excellent written and verbal communication skills.
- Ability to work very well in team settings, including leading a team and working within a team.
- Excellent organizational and planning skills.
- Ability to problem-solve and prioritize tasks with minimal supervision.
- Ability to take initiative and delegate.
- Ability to follow instructions and willingness to assume and carry out assigned tasks and to be accountable for results and actions, including quality of work.
- Ability to appreciate diversity, different opinions, lived experiences, backgrounds, and personality types.

- Experience with and an understanding of the importance of client confidentiality.
- Dependable, including the ability to maintain good attendance, be reliable and punctual.
- Professional, responsive, with a positive work attitude.
- Very good knowledge of Microsoft Office.
- Food Safe Certified.
- First Aid Certified.
- The successful candidate will need to undergo a criminal record check for working with children and vulnerable adults.

Working Conditions

- Ability to lift and move chairs, tables, mats, etc. (up to 30lbs).
- Ability to work positively in a shared work environment.
- Ability to work positively in a busy and loud environment.
- Ability to work outside in a variety of weather conditions.
- Ability to stand for long periods of time, run occasionally, crouch and bend frequently.
- Ability to work with children and adults in crisis.
- Ability to work independently with minimal supervision.
- Ability to work some evenings and weekends for special events and programs.

Wage / Hours of Work

- Up to 40hrs/week; this position's schedule is dependent on the child's attendance. Shifts and hours will vary with more hours in Summer months and less hours during the school year.
- Up to \$18/hr depending on experience and qualifications
- As a perk of working with Fernwood NRG, staff have access to staff discounts on select recreational programs and enjoy staff lunches when available.