

JOB POSTING

POSITION:	INDIGENOUS COMMUNITY BUILDER, SNAP PROGRAM <i>(First Nations, Métis and Inuit peoples)</i>
REPORTING TO:	MANAGER OF PROGRAM IMPLEMENTATION AND TRAINING, SNAP PROGRAM
JOB TYPE:	PART-TIME, 12-MONTH CONTRACT (21-24 HRS/WK)
POSTED DATE:	NOVEMBER 11, 2020
APPLICATION DEADLINE:	NOVEMBER 18, 2020
EXPECTED START DATE:	ASAP
LOCATION:	TORONTO

ABOUT CHILD DEVELOPMENT INSTITUTE

Child Development Institute (CDI) is a leading children's mental health agency in the City of Toronto offering a range of services to approximately 3,000 children ages 0-12, youth ages 13-18 and their families each year. Our mission is to promote and support the healthy development of children and to strengthen the families and communities in which they live. We provide four streams of service to families in need: early intervention, family violence, healthy child development and specialized mental health services for children and youth with learning disabilities.

ABOUT SNAP® PROGRAM

SNAP (Stop Now And Plan) is an evidence-based, cognitive-behavioural, gender-sensitive, manualized program that teaches children ages 6-11 with behavioural problems, and their parents, how to make better choices in the moment.

<https://childdevelop.ca/snap/>

POSITION SUMMARY

CDI is seeking an experienced and knowledgeable Indigenous Community Builder, SNAP, who is a *First Nations, Métis and/or Inuit* person and/or has a strong background working with Indigenous community organizations or marginalized populations.

To meet organizational needs, CDI actively encourages applications from *First Nations, Métis and/or Inuit* background or has working relationship/experience working with Indigenous peoples, communities, or organizations. The successful candidate should pose knowledge of key modern factors that affect indigenous peoples, communities, or families in Canada and internationally.

Under the direction of the Manager of Program Implementation and Training, the Community Builder, SNAP will be responsible for ongoing coaching activities for assigned SNAP Affiliate Sites -- supporting SNAP program delivery and monitoring program fidelity. The incumbent will equip Affiliate Sites with the knowledge and skills to properly implement and deliver the SNAP model. The successful candidate will be skilled presenter, and confident working with Indigenous community organizations.

Candidates are also required to have a flexible schedule that includes weekends and extensive travel (when permitted) and should be aware of the requirement to present to a variety of audiences for extended periods of time, transport-training materials to and from sites and traveling using a variety of modalities.

DUTIES AND RESPONSIBILITIES

1. Informs and guides all aspects of the relationship between CDI and potential SNAP Indigenous sites from beginning to end of the SNAP Implementation process
2. Joins in initial discussions with leader(s) from identified Indigenous SNAP sites alongside Pre-Implementation team
3. Participates in the process of identifying how community need is defined and helps determine reasonable expectations for SNAP in addressing stated needs
4. Participates in the SNAP feasibility process and works with the community/organization to determine whether or not they are equipped to commit to becoming a SNAP Affiliate site
5. Is actively involved with the Pre-Implementation Team in discussing terms of the SNAP license and identifying any barriers to implementation and how these might be mitigated (considering successful and unsuccessful previous implementations in the community)
6. Helps determine areas which may require cultural adaptation to best fit learning styles, cultural norms and parenting capacity
7. Attends cultural events within the community maintaining a visible presence alongside members of the SNAP Pre-Implementation and/or Training Team as a means to better understand the community and build a trusting relationship
8. Develops relationship with key community stakeholders and assists with the identification of multiple SNAP Champions from within the community who unanimously support the implementation of SNAP programming
9. Maintains a visible presence and supports SNAP Implementation and Training team by attending community events alongside SNAP Community Development Specialists and SNAP Trainers-Consultants before, during and upon completion of training
10. Accompanies and supports trainers/consultants to trainings and site visits
11. Assists in the identification/research of culture and norms particular to those of the identified community (e.g., political structure/landscape/governance (key leaders and decision makers); strengths and needs of the community; nature of affiliation between various partners residing within and outside the community; whether community would be described as traditional/non-traditional)
12. Provides SNAP team with insight into tangible ways of demonstrating ally ship and contributing to trust building between CDI and identified community
13. Reviews all related training activities and participates in discussions related to content and delivery of these activities including but not limited to the 3-Day Lead Staff Training, Core SNAP Training and Refresher Training
14. Helps support research and evaluation efforts with the recognition that Indigenous peoples have ownership, control, access and possession of their information, knowledge, experiences and stories (Possibly adding in ALLY TOOL KIT Reference)
15. Provides guidance of promising practices to all internal team members that prepares team to work, train and consult to Indigenous Community Programs
16. Provides timely and accurate guidance based on knowledge gathered from the sites to SNAP Implementation and Training team on effective implementation of the SNAP program
17. Presents information using a variety of instructional techniques or formats, such as role playing, team exercises, group discussions, videos, or lectures
18. Assists with the editing and development of new SNAP Resource Materials in conjunction with the SNAP Development Team

MINIMUM QUALIFICATIONS AND SKILLS

- A university degree in a related area of study, with at least (3) three years' experience in community relations as well as experience dealing with children with conduct type problems and their families (experience with high risk boys and girls is beneficial).
- Extensive experience working with Indigenous communities
- Working knowledge in the following areas is required: SNAP, gender sensitive approaches, risk assessment, group facilitation and school based services.
- Effective communication and problem-solving skills (direct and indirect) including the ability to present to community groups and Chief and Council as required.
- Be self-directed/independent worker.

- Demonstrated ability to collaborate with multi-disciplinary team members, managers, funding sources and community partners.
- Value and embrace a scientist-practitioner model with the ability to engage SNAP Affiliates in similar practices.
- Knowledge in computer software and database utilization/management (e.g. ACCESS, EXCEL, POWERPOINT).
- Ability to work in a highly distractible, diverse, multi-tasking fast-paced environment.
- Demonstrated ability to work in a respectful manner with groups from diverse backgrounds and experiences.
- Multilingual in English/French /Canadian Indigenous languages is an asset.

WORKING CONDITIONS

- Governed by concurrent and dynamic deadlines, despite conflicting priorities and frequent interruptions.
- Fast-paced work environment.
- Flexible work schedule to accommodate job responsibilities, including requirement to work some evenings.
- Regular travel to various locations across Canada and/or internationally
- *Temporary Remote working (during Covid-19 pandemic)*

COMPENSATION: Salary is under review and is subject to skills, abilities and qualifications.

APPLICATION INSTRUCTIONS:

Please submit your chronological resume via e-mail to:

Child Development Institute

Human Resources

E-mail: careers@childdevelop.ca and ehamovitch@childdevelop.ca

Thank you in advance for your interest. However, due to the volume of resumes received, only those candidates selected for interviews will be contacted.

DIVERSITY AND INCLUSION:

Child Development Institute is an Equal Opportunity Employer. We value inclusivity & diversity in the workplace. To meet organizational needs, we actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to,

- *First Nations, Métis and Inuit peoples, and all other Indigenous peoples;*
- *members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;*
- *persons with visible and/or invisible (physical and/or mental) disabilities; and*
- *persons of marginalized sexual orientations, gender identities, and gender expressions.*

We recognize that many of these identities intersect and that therefore, equity, diversity and inclusion can be complex. We value the contributions that each person brings, and are committed to ensuring full and equal participation for all in our community.

ACCOMMODATION:

Child Development Institute is committed to creating an accessible and inclusive organization. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Ontario Human Rights Code (OHRC). Child Development Institute will provide accommodations throughout the recruitment & selection process to applicants with disabilities. During any stage of the recruitment process, please notify Human Resources of the nature of any accommodation(s) you may require. Any information received relating to accommodation measures will be addressed confidentially.

All applicants are advised that offers of employment are contingent upon the successful completion of a Vulnerable Sector Check.