

POSITION:	TRAINER CONSULTANT, SNAP PROGRAM (<i>Bilingual French/English</i>)
REPORTING TO:	MANAGER, PROGRAM IMPLEMENTATION AND TRAINING, SNAP PROGRAM
JOB TYPE:	FULL-TIME, PERMANENT (40 HRS/WK) – OPSEU BARGAINING UNIT
POSTED DATE:	NOVEMBER 10, 2020
APPLICATION DEADLINE:	NOVEMBER 17, 2020
EXPECTED START DATE:	ASAP
LOCATION:	GREATER TORONTO AREA

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 a dynamic bilingual in French/English, **SNAP Trainer-Consultant**.

The SNAP Trainer-Consultant will provide training to professionals and organizations interested in delivering services for children with disruptive behaviour problems. In addition, this position will provide ongoing consultation activities for assigned SNAP Affiliate Sites -- supervising SNAP program delivery and monitoring program fidelity. Reporting to the SNAP Manager of Implementation and Training, the SNAP Trainer-Consultant will equip Affiliate Sites with the knowledge and skills to properly implement and deliver the SNAP program.

The Successful candidate will facilitate/deliver SNAP-focused training modules and will conduct quality assurance activities to ensure the integrity of the SNAP program. Candidates are required to be skilled at public speaking. Candidates are also required to have a flexible schedule that includes weekends and extensive travel 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.

The Incumbent will be a skilled presenter. All training and consultation activities will be conducted in either French or English. This candidate will be working with affiliate sites in French-speaking communities across Canada, including Quebec (urban and rural), New Brunswick, and others.

DUTIES AND RESPONSIBILITIES

1. Work with Affiliate Sites to coordinate logistics of the training.
2. Conduct training initiatives independently and/or collaborate with senior and/or other team members.
3. Deliver effective presentations using PowerPoint, videos and high tech equipment.
4. Prepare PowerPoint presentations and packages as required.
5. Present information using a variety of instructional techniques or formats, such as role playing, team exercises, group discussions, videos, or lectures.

6. Update course material.
7. Provide continuous training (to include new and refresh topics) in cooperation with Affiliate sites.
8. Maintain up-to-date knowledge and skills and advise management on any opportunities and risks.
9. Organize training evaluations to track the effectiveness of training sessions.
10. Conducts consultations (telephone, email or onsite observation) with SNAP Affiliate Sites.
11. Provides timely and accurate guidance to affiliate staff on the effective implementation of the SNAP program.
12. Proactively liaises with Affiliate Sites to ensure alignment and appropriate communication across affiliate sites.
13. Assists with the editing and development of new SNAP Resource Materials.
14. Photocopies, distributes and files training and consultation materials as required.
15. Contributes as a member of the SNAP Implementation team and shares best practices.
16. Conducts telephone surveys and SNAP Affiliate Site reviews.
17. Provides SNAP Affiliate Sites quality assurance activities including the monitoring of program integrity and accreditation activities in consultation with Manager, Research and Evaluation.
18. Facilitates one-on-one meeting with manager of affiliate site to discuss topics relevant to their group's performance and provides tools to promote improvement.
19. Works with the research team to help create evaluations of trainings to be provided after all sessions, tracking effectiveness of training session.
20. Documents all consultation, training and community-related activities using SNAP implementation tool.
21. Assists with the editing and development of new SNAP training and/or Resource Materials.
22. Assumes other such responsibilities as may be assigned from time to time.

MINIMUM QUALIFICATIONS AND SKILLS

- A university degree in a related area of study, with at least (3) three years' clinical experience in delivering an evidence-based cognitive-behavioural multi-modal component model in a related program or at least three years of direct clinical experience delivering SNAP® programming, working with children with conduct type problems and their families (experience with high risk boys and girls is beneficial).
- 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 and train professionals from a variety of disciplines and levels.
- 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.
- Bilingual in English/French

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
- Work remotely – temporarily due to COVID-19

COMPENSATION: \$57,075 (per annum)

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. 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, 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.