

Building Futures Together

Responsive, compassionate services for children, youth, and families to build better and more hopeful futures.

Internal/ External Job Posting # 25-24

1.0 FTE Child and Youth Worker (DIP)

Minimum Qualifications:

- Child & Youth Care Diploma or equivalent
- Experience supporting adolescent age youth is essential
- Current certification in First Aid and CPR
- Certified in Non-Violent Crisis Intervention Training (training available)
- Must complete a police check with a Vulnerable Sector screening
- Valid driver's license and reliable transportation with valid automobile insurance with \$2 million liability for transporting youth is a requirement
- Able to work rotating days, nights and evening the LIT is a 24-hour operation

This Role Reports to: Supervisor of Live In Treatment (to be identified and changed as needed)

Responsibilities:

1. General Accountability:

- Provide supervision and treatment for the youth admitted to the Live-In-Treatment program.
- Contribute to the effective and efficient operation of the Live-In-Treatment program for the youth.
- As part of a clinical team, provides therapy/counselling, casework, group work, advocacy, consultation, education and/or community development.

2. Direct Care and Support:

- Supervise and engage with children and youth during daily activities.
- Provide emotional support and guidance to help clients address personal challenges.
- Ensure adherence to health and safety regulations.
- Actively participate in case management and treatment teams for Live-In Treatment clients.
- Assess family, school, and community dynamics affecting client functioning from a Child and Youth Care perspective.
- Collaborate with the treatment team to promote acceptable behavior and maintain a therapeutic environment.
- Deliver therapeutic programming to youth, families, and treatment groups.
- Foster strong connections with youth and their families.
- Contribute to a safe and therapeutic living environment.
- Plan and participate in special events and recreational activities.

3. Individualized Care Planning:

- Collaborate with a multidisciplinary team to develop and implement individualized treatment plans.
- Maintain clinical records and statistics according to agency standards.
- Ensure compliance with treatment plans and agency philosophy.
- Work with youth to build therapeutic relationships and achieve treatment goals.



4. Crisis Intervention:

- Identify and respond to crises or behavioral issues using de-escalation techniques.
- Manage crisis situations with appropriate strategies.
- Implement emergency procedures to ensure client safety.
- Design and implement crisis safety plans with youth.

5. Skill Development

- Facilitate treatment groups, life skills training, and recreational activities to support goal attainment.
- Encourage positive behaviors and reinforce coping strategies.
- Provide close support to youth in Live-In Treatment, focusing on recovery and competence.

6. Family Engagement

- Communicate regularly with families about client progress and involve them in the care process.
- Conduct family psychoeducation to strengthen family dynamics.
- Assist families in developing positive attachments with youth.
- Facilitate training in parenting skills as needed.

7. Documentation and Reporting

- Maintain accurate and confidential records of client interactions and progress.
- Prepare reports and summaries for team meetings and treatment reviews.

8. Collaboration

- Work closely with therapists, social workers, and other professionals to ensure quality care.
- Collaborate effectively with program staff, clinicians, community partners, and families.
- Participate in team meetings to discuss client progress and strategies, providing quality input based on a professional Child and Youth Care perspective.

9. Community Integration

- Facilitate outings and activities that promote social integration and community involvement.
- Build partnerships with local organizations to enhance resources for clients.

10. Other Duties

- Internal and/or external committee membership.
- Assist with the management of the wait list through in-depth risk assessment (CSSRS), safety planning, and check-ins.
- Attendance at staff meetings and professional development.
- Draws on internal and external resources as required.
- Complete community presentations.
- Assume additional responsibilities as necessary.

Skills:

- Strong ethical standards aligned with Keystone values.
- Therapeutic skills and experience with diverse client populations.
- Proven excellent (verbal & written) communication and interpersonal skills in English.
- Strong organizational skills.
- Demonstrated ability to work within a multi-disciplinary team.
- Dependability, availability and flexibility required.
- Knowledge of computer applications.



Child, Youth & Family Services

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Role Information:

Start Date: ASAP

Apply with Resume to: Human Resources at HR@kcyfs.com

Date Posted: October 30th, 2025 – **TIME**

Closing Date: November 12th, 2025 – **TIME**

Pay Scale: OPSEU CYC Worker DIP Classification

Hrs/Wk	A	B	C	D	E
40	\$27.86	\$29.28	\$30.70	\$32.06	\$33.47

Why Keystone?

At Keystone, we're on a mission to care for our team as well as our team takes care of our community! Here's what you can expect when you join us:

- **Comprehensive benefits package** to support your health and well-being
- **HOOPP pension plan** - a defined benefit plan with a 1.26x employer match — investing in your future
- **Vacation and leave policies** that help you recharge and balance life
- **Employee Assistance Program (EAP)** to make sure you get support when you need it too
- **Professional development and training** throughout the year, including ongoing training to advance your skills, Professional Development days, and annual workshops!
- **Opportunities for growth** within a supportive, multidisciplinary environment
- **Hybrid work options** for roles that can be done from home - offering greater flexibility in how and where you work!
- **A passionate, purpose-driven team** that values connection, collaboration, and of course the occasional team lunch!
- **The chance to make an impact** — every day, your work helps strengthen children, youth, and families across Grey and Bruce Counties!

