



Ditidaht First Nation

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Youth Support Worker Job Posting

Job Title:	Youth Support Worker	Job Category:	Permanent Full-Time
Department:	Community Services	Rate of Pay:	\$22 to \$32/ hour
Location:	Balaats’adt Village, Nitinaht Lake	Posting Date:	November 28 th , 2024
Reports To:	Community Services Manager	Closing Date:	Posted until filled.

Organization Overview

Ditidaht First Nation is a vibrant and culturally rich community located at the north end of Nitinat Lake on Vancouver Island, British Columbia. Our main community, Balaats’adt Village, serves as the administrative center and gateway to the world-renowned West Coast Trail. Committed to preserving our heritage, promoting the Ditidaht language, and fostering growth and development, we aim to provide exceptional services and support to our community and members while embracing the natural beauty that surrounds us.

Position Overview

We are seeking a dedicated and enthusiastic Youth Worker to engage and support the youth of the Ditidaht First Nation community through program development and direct service delivery. Reporting to the Health Director, the Youth Worker will play a crucial role in building positive relationships with youth, promoting their personal, social, cultural, and educational development, and empowering them to reach their full potential.

Key Responsibilities

- **Youth Engagement and Support**
 - Build trusting relationships with youth aged 12-24 through regular interaction and mentorship.
 - Assess youths' needs, strengths, and support networks to develop individualized support plans.
 - Provide guidance, counseling, and advocacy to help youth navigate personal challenges, school issues, and life transitions.
 - Help youth adjust to changes and challenges in their lives, fostering resilience and self-esteem.



- Guide youth in life skills training, including communication, problem-solving, conflict resolution, and self-management.
- Provide crisis intervention and support during emergencies or critical situations.
- **Program Development and Facilitation**
 - Plan, develop, and implement culturally relevant programs, activities, and workshops that promote the well-being of youth.
 - Incorporate Ditidaht culture, traditions, and language into programming to strengthen cultural identity and pride among youth.
 - Facilitate workshops and activities on topics such as mental wellness, substance abuse prevention, healthy relationships, and cultural practices.
 - Assist in the development and delivery of recreational, cultural, and community events that engage youth participation.
 - Co-lead support groups and after-school programs to enhance community involvement.
- **Community Collaboration and Outreach**
 - Build and nurture strong relationships with youth, families, staff, and community service providers.
 - Collaborate with families, schools, and community organizations to support youth development and address identified needs.
 - Serve as a liaison between youth, parents, schools, and external service providers to ensure comprehensive support.
 - Promote youth programs and services within the community to encourage participation and engagement.
- **Crisis Intervention and Support**
 - Work with other staff to respond to crises and mobilize community and cultural strength.
 - Provide immediate support to youth in crisis, ensuring appropriate referrals and follow-up.
 - Assist youth and families during emergencies, offering guidance and resources.
- **Advocacy and Resource Coordination**
 - Advocate for youth to access resources that improve their well-being and development.
 - Research and refer youth to appropriate community resources, government agencies, and support services.
 - Assist youth in applying for and receiving benefits and services they are entitled to.
 - Monitor and evaluate the effectiveness of support services provided, identifying areas for improvement.
- **Administrative Duties**
 - Maintain accurate records of youth participation, program activities, and outcomes.
 - Ensure all required forms and client files are completed in accordance with confidentiality policies.
 - Prepare reports and evaluations to inform program development.



- Handle confidential information with discretion and professionalism.
- **Other Duties**
 - Promote a safe, inclusive, and supportive environment for all youth participants.
 - Participate in professional development opportunities and training as required.
 - Perform other related duties as assigned by the Health Director to support the effective operation of youth programs.

Key Skills

- Strong interpersonal and communication skills, with the ability to connect effectively with youth.
- Knowledge of youth development principles and challenges facing Indigenous youth.
- Ability to plan, organize, and facilitate engaging programs and activities.
- Cultural sensitivity and understanding of Indigenous cultures, particularly Ditidaht traditions.
- Ability to incorporate Ditidaht language and traditions into programming.
- Leadership skills and the ability to motivate and inspire youth.
- Conflict resolution and problem-solving abilities with a compassionate approach.
- Proficiency in Microsoft Office Suite (Word, Excel, Outlook, PowerPoint).
- Ability to work independently and as part of a collaborative team.
- Creativity, flexibility, and adaptability in program delivery.

Preferred Qualifications

- Diploma or degree in Child and Youth Care, Social Work, Education, or a related field.
- Minimum of 2 years of experience working with youth in a community setting.
- Experience in program development, coordination, and facilitation.
- Knowledge of Ditidaht culture, traditions, and language, or a willingness to learn.
- Certifications such as First Aid and CPR (or willingness to obtain).
- Experience with outdoor education and land-based activities is an asset.
- An acceptable combination of education and experience may be considered.
- **Note:** *We encourage applications from individuals whose backgrounds may not align perfectly with the qualifications listed but who bring a unique perspective and experience to the role.*

Other Requirements

- Valid Class 5 BC Driver's License; ability to obtain a Class 4 Driver's License is an asset.
- Clear Criminal Record Check and Vulnerable Sector Check (available upon request).
- Willingness to be based in the Nitinaht Lake community.
- Ability to work flexible hours, including evenings and weekends as required.
- Physical ability to participate in activities such as sports, hiking, and cultural events.
- Must possess a clear driver's abstract.
- Ability to transport youth to and from events and activities.



- Lifestyle consistent with the duties and responsibilities of the position.

Core Competencies & Personal Characteristics

Core Competencies

- **Holistic Thinking and Stewardship:** Understands the interconnectedness of community, environment, and cultural heritage; cares for the Ditidaht people and natural environment to promote overall well-being and sustainability.
- **Cultural Pride and Knowledge:** Values, upholds, and actively promotes Ditidaht traditions, language, and heritage, fostering a strong sense of identity and continuity among community members.
- **Adaptability and Innovation:** Integrates traditional practices with modern advancements, demonstrating resilience, flexibility, and creativity in adapting to change and managing multiple priorities.
- **Community Engagement and Collaboration:** Actively contributes to the community's well-being through strong relationships, teamwork, and participation in initiatives and events.
- **Effective Communication and Respect for Diversity:** Communicates ideas clearly and appreciates diverse backgrounds and perspectives, fostering inclusivity and meaningful interactions.
- **Economic Initiative:** Seeks and develops opportunities that support the Nation's economic growth and sustainable prosperity, aligning efforts with community goals.
- **Client Service Excellence and Hospitality:** Delivers high-quality, responsive service; welcomes and shares resources generously, reflecting the Ditidaht tradition of hospitality.

Personal Characteristics

- **Respectful and Empathetic:** Honors individuals, traditions, and the community; understands and shares the feelings of others, fostering a supportive and inclusive environment.
- **Committed and Accountable:** Demonstrates dedication to community goals; takes ownership of tasks and obligations, ensuring dependability and responsibility in all duties.
- **Resilient and Energetic:** Maintains a positive attitude during challenges; adapts effectively to setbacks; displays enthusiasm and passion while maintaining productivity and balance.
- **Honest and Transparent:** Upholds truthfulness and openness, building trust through integrity in all actions.
- **Culturally Grounded:** Respects and appreciates cultural and spiritual traditions; shows a willingness to engage in cultural activities and incorporates cultural practices into work and community engagement.
- **Proactive and Innovative:** Acts as a self-starter who takes initiative; embraces creativity and new ideas to address challenges with minimal supervision.



Hours of Work

- 8:30 am – 4:30 pm, Monday to Friday, with flexibility to work evenings or weekends as required.

Salary and Benefits

- Competitive wage based on experience and qualifications.
- Opportunities for professional development and training.
- Paid time off and sick leave.
- Supportive work environment with a focus on work-life balance.

Application Process

This posting will close when the position is filled. Apply by sending your cover letter, resume, proof of educational credentials, and contact information for three professional references to:
Email: admin@ditidaht.ca

Ditidaht First Nation is committed to employment equity and welcomes diversity in the workplace. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

General Contact Information

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