



NORTHERN YOUTH SERVICES INC. / SERVICES A LA JEUNESSE DU NORD

EMPLOYMENT OPPORTUNITY

FULL TIME & PART TIME CASUAL ADOLESCENT WORKERS COMPETITION #2026-12

Northern Youth Services Inc. envisions a future where all youth have the skills and opportunities they need to respond positively in any situation.

For the youth we serve – those currently, or at risk of being in conflict with the law.

Our vision is to have youth succeed and contribute positively to society.

Our mission is to deliver highest level services by providing youth with the tools to succeed.

We value a youth-centred, strength-based approach that recognizes diversity and accountability.

Northern Youth Services Inc. is responsible for the delivery of Youth Justice
Detention/Custody Programs and Community-based Programs.

LOCATION OF POSITION: North Bay, ON

SCHEDULE: Permanent Full-Time - Shift Work.
Part Time - Shift Work.

ANNUAL SALARY: \$28.48 - \$34.12 (as per
Collective Agreement)

POSITION SUMMARY

The Adolescent Worker provides supervision, guidance, and support to youth in a secure custody environment, promoting safety, well-being, rehabilitation, and positive development. Using a trauma-informed, relationship-based, and strengths-focused approach, the role fosters a supportive, inclusive, and culturally responsive environment while helping youth develop positive behaviours, personal responsibility, resilience, and skills for successful reintegration.

MINIMUM QUALIFICATIONS:

- Certificate, diploma, or degree in Human Services or related field from an accredited College or University
- Has relevant skills and experiences directly relevant to the job specification
- Knowledge of Youth Justice programs and services
- Knowledge of all relevant legislation, including the Child and Youth Family Services Act and Youth Criminal Justice Act.
- Valid Ontario Driver's Licence (Class G) with a safe driving record
- Must provide a clear Broad Record Check (Criminal Reference Check)
- Strong oral/written communication skills
- Computer competency (Microsoft Office)
- French language is an asset

OVERVIEW OF RESPONSIBILITIES/DUTIES:

Include, but not limited to the following:

- Reports directly and is accountable to the Supervisor/Manager/designate
- Adhere to Northern Youth Services' Policies and Procedures, job specification, and code of ethics
- Adhere to Ministry of Children, Community and Social Services (MCCSS) licensing and quality standards with respect to the Child, Youth and Family Services Act (CYFSA), the Youth Criminal Justice Act (YCJA), the Provincial Offences Act (POA), Occupational Health & Safety, Accessibility for Ontarians Disabilities Act (AODA) and any other applicable Acts.
- Complete admissions/intakes of young persons
- Deliver individualized and/or group programming to young persons in conflict with the law
- Maintain consistency in program routines and expectations
- Communicate through daily reports/logs; maintaining administrative and documentation requirements
- Observe and report findings to the Courts, Probation Officers or other involved agencies as required
- Attend and participate in Case Management Reintegration planning/meetings
- Utilize a nonviolent crisis intervention approach, using calming and defusing techniques and /or "light to heavy" progressive discipline when dealing with conflict of any type.

Posting available in French upon request

To learn more about Northern Youth Services Inc. please visit our website at <https://www.northernyouthservices.ca/>

APPLY by September 10, 2026, 4 PM
by submitting a cover letter and resume via e-mail to
hiring@noryouth.ca