

EMPLOYMENT OPPORTUNITY

YOUTH DEVELOPMENT & RESILIENCY PROGRAMMER

POSITION SUMMARY

The Youth Development & Resiliency Programmer plans and delivers targeted, evidence-informed group programming for youth ages 12–24 who are experiencing risk factors but are not in crisis. The role helps youth build resiliency, coping and social-emotional skills, strengthen healthy relationships, and connect with trusted adults, community resources, and appropriate services.

The successful candidate demonstrates sound professional judgement, ethical practice, healthy boundaries, confidentiality, and clear understanding of the distinction between prevention, targeted intervention, and crisis response. They can manage competing priorities, maintain accurate records, meet deadlines, and delivering quality programs within budget.

DUTIES & RESPONSIBILITIES

- Plan, arrange, and facilitate programs that address identified risk factors and support positive youth development in areas such as healthy relationships, emotional regulation, resiliency, employment readiness, and skill development.
- Create welcoming, safe, inclusive, and developmentally appropriate program spaces for youth from diverse backgrounds and lived experiences.
- Assess youth needs and developmental readiness through intake, observation, and conversation with youth and caregivers, and adapt programming accordingly.
- Practice youth engagement through relationship-building, informal check-ins, surveys, and creating opportunities for youth to have a voice in program planning, delivery, and evaluation.
- Develop and maintain strong partnerships and connections with agencies.
- Invite partners into the centre to deliver or co-deliver programming that responds to the needs of the youth.
- Recognize when a youth's needs exceed the scope of targeted programming and work with the FRN Hub and community partners to connect them to appropriate intensive or crisis supports.
- Travel throughout the network and surrounding rural communities or virtually to deliver scheduled programming based on identified needs and negotiated partner priorities.
- Document, track, and report program participation, delivery, referrals, and outcomes through accurate records, surveys, and narratives ensuring compliance with funder requirements.
- Promote youth safety by establishing group norms, facilitating respectful discussion, maintaining professional boundaries, and following all safety, consent, confidentiality, and organizational policies.
- Identify and reduce barriers to participation through accessible registration, referral and waitlist processes, and connection to alternative resources when needed.
- Participate in team planning, reflective practice, training, and continuous quality improvement to ensure programming remains responsive, relevant, and effective.

EDUCATION & KEY COMPETENCIES

- Diploma or degree in child and youth care, social work, human services, education, psychology, community development, or a related field; equivalent combinations of education and experience may be considered.
- A preferred minimum of 2 years' experience facilitating group-based programming for youth experiencing risk factors, with knowledge of youth development, social-emotional learning, strength based and youth centred practice, and appropriate referral to intensive or crisis supports.
- Training or demonstrated capacity in trauma-informed practice, group facilitation, conflict resolution, mental health awareness, and inclusive practice.
- Strong communication, organization, documentation, and problem-solving skills, with the ability to balance facilitation, relationship-building, and reporting requirements.
- Ability to work independently, travel throughout rural communities, and adapt to changing program needs, schedules and community priorities.
- This position requires flexible scheduling including after-school, evening, or weekend programming.
- Valid driver's licence and access to reliable transportation required.
- Current or willingness to obtain relevant certifications such as Suicide Intervention, First Aid/CPR, de-escalation, or other training required.
- Youth-centred and relationship-based approach
- Trauma-informed and inclusive practice
- Strong facilitation and engagement skills
- Collaboration and partnership development
- Professional judgement, discretion, and confidentiality
- Adaptability, initiative, and accountability
- Cultural humility and respect for diversity

SALARY RANGE

\$30.00 - \$34.00

Position will be posted until a suitable candidate is found. To apply, email your resume and cover letter to employment@vegreville.com.

Thank you to all that apply. Only those selected for an interview will be contacted.