

Job Opportunity



Why the Y?

Imagine.....

- A place where you are a part of one of the most respected human services organizations in the world;
- A place where your work positively influences the lives of others in so many ways;
- A place where you can flourish in a values-based environment;
- A place where you will build a better future not only for yourself but also for those you serve.

At the YMCA

- you will feel connected to community,
- you will meet new people,
- you will expand your knowledge base,
- you will have career development opportunities
- you will experience a rewarding job by helping support the building of healthy communities

Imagine accomplishing all of this while having fun in a challenging and dynamic atmosphere!
This is “Why the YMCA”.

Our Y

With health and fitness branches, camps, child care centres, community programs and newcomer services across the region, reaching from Windsor in the West, North to Goderich, South to Point Pelee National Park and East to Woodstock, the YMCA of Southwestern Ontario is committed to the development of healthy communities. Our locations, programs and services are designed to help our members and participants grow in spirit, mind and body and are open to people of all backgrounds, beliefs and abilities.

This commitment includes a special focus on the region’s children and youth. From the kids in our camps and those participating in soccer and swimming lessons, to youth who are new to our communities from around the world, the Y is committed to helping our next generation to grow and thrive, as healthy individuals and passionate future leaders.

In the past year, the YMCA of Southwestern Ontario has supported more than 165,000 participants with opportunities to learn, grow and live healthy lifestyles.

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“The Y has given me more than I could imagine. It has helped my children have a happy, healthy Mom – and you can’t put a price on that.” ~ Mary

“Y” not join these participants, our nearly 91,000 members and over 2500 employees and volunteers in the region to share our vision of a healthy community?

As we continue to grow, we have a need for the following position:

Date: April 27, 2021

Position: Settlement Advisor/Diversity Trainer (Arabic Speaking) - Full Time contract

Location: YMCA Learning and Career Centre (Sarnia) - This position will be virtual while restrictions related to the pandemic are in place. Once we are able to resume in person service, the successful candidate will work out of our office located in Sarnia.

Start Date: May 24, 2021

End Date: December 3, 2022

Compensation: Commensurate with experience

Benefits:

- A complimentary YMCA membership which encourages you to embrace the Y’s philosophy of health and well-being
- A discount on our Childcare and Camp programs

Responsibilities:

- Provide input on program planning and in the research and development of workshops and materials that support diversity and inclusion at the organization and community level.
- Compile relevant statistics and data needed to prove the benefits of diverse recruitment and hiring practices and creating inclusive workplaces and welcoming communities
- Consult with local employers and community agencies to ensure that there is “buy in” for the program with external partners
- Provide support to service providing organizations (SPOs), employers and community partners in order to strengthen their capacity to employ and provide programs and services to diverse immigration status populations
- Create and facilitate original and engaging diversity training program to be delivered to external community partner and employers

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- Work with communities and community leaders to increase awareness of the barriers that exist for Newcomers to Canada and what can be done to eliminate and/or reduce them .
- Liaise with Orientation department to identify needs, trends and barriers to create tailored curriculum and programming
- Create and/or maintain strong relationships with community partners and employers.
- Implement applied learning techniques as a means to provide guidance and information to local employers and community agencies.
- Responsible for monthly statistical and narrative reports.
- Develop and implement assessment and outcome- based measurement tools to track diversity workshop participant satisfaction and program effectiveness
- Determines eligibility for services and conducts initial assessments to identify needs and obstacles to success.
- Provides guidance and information to newcomers in order to meet immediate everyday needs including housing, banking, shopping, education, health services, etc.
- Assists clients in setting realistic goals, priorities and development of action plans through solution focused settlement plan
- Refers newcomers to appropriate internal and external programs and resources, such as Essentials to Integration (WC), Newcomer Youth Leadership Development Program, Language Training, employment, education, health care, legal, recreation, etc.
- Implements accepted settlement counseling practices and procedures including accurate documentation, continuous assessment, file maintenance and follow-up
- Maintain and expand client base through outreach, which includes community visits, developing outreach materials and promoting community networks
- Represent the agency on appropriate community networks focused on immigration issues and refugee status and work in conjunction with other agencies and community groups to co-ordinate/facilitate the delivery of services
- Advocates on clients' behalf, when appropriate, with agencies, organizations and institutions
- Assists with exploration, research and development of workshops and programs that address identified client needs
- Delivers group orientation and information sessions for newcomers and the public
- Provides leadership and direction in assigned projects that benefit our clients and the YMCA i.e. Strong Kids, Peace Week, etc.
- Recruit, train and supervise volunteers for the program
- Handles administrative and clerical duties, including back-up reception, as required

Qualifications & Experience:

- Post Secondary Degree or Diploma in a related Human Services, Counselling, or Education discipline
- Knowledge of Immigration Law, and government funded/ community programs (i.e. Ontario Works, Legal Aid, CAS, etc.)
- Fluency in Arabic and English is required.

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- **Proficiency in Microsoft Office, video conferencing tools such as Microsoft Teams and familiar with using a database.**
- **Demonstrated understanding and sensitivity towards the challenges facing immigrant newcomers.**
- **Experience working with diverse populations**
- **Settlement Counseling and solution based counselling background**
- **Proven ability to understand and interpret complex documentation, applications, etc.**
- **Highly developed research skills**
- **Comfortable and effective communicating in group situations**
- **Previous experience working within the Settlement Sector (an asset)**
- **Must provide a current Criminal Record Check as per the Association's policies.**

Competencies:

- **Inclusion:** Values all people for their unique talents and takes an active role in promoting practices that support diversity, inclusion and cultural competence.
- **Communication** – Listens and expresses self effectively and in a manner that reflects a true understanding of the needs of the audience.
- **Project Management** - Supports goal attainment by prioritizing activities, assigning responsibilities in accordance with capabilities, monitoring progress and evaluating impact.
- **Innovation** - Participates in the generation, experimentation and implementation of new approaches and activities that improve and expand the Y's mission and work.
- **Quality results** - Demonstrates and fosters a strong commitment to achieving goals in a manner that provides quality experiences.
- **Emotional Maturity:** Demonstrates effective interpersonal skills.
- **Community:** Delivers the benefits of good health, strong connections, greater self-confidence and a sense of security to all who seek it.
- **Relationships** Builds authentic relationships in the service of enhancing individual and team performance to support the Y's work.
- **Influence:** Employs influence strategies that engage, motivate and build commitment to the cause and overall Y goals.
- **Developing Others:** Recognizes and acts on the need to continually develop others' capabilities to attain the highest level of performance possible.
- **Decision Making:** Integrates logic, intuition and sound judgment to analyze information to identify greatest opportunities, make sound decisions and solve problems.
- **Self Development:** Is dedicated to the improvement of own capabilities, and demonstrates this through the continual expansion of knowledge and skills.
- **Change capacity:** Leads self and others through change by navigating ambiguity appropriately and adapting well to new situations, obstacles and opportunities.

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To Apply:

1. Submit resume and cover letter to roxanne.gilroymachado@swo.ymca.ca
2. Deadline for application is Friday May 16, 2021

We thank all applicants for their interest; however only those selected for an interview will be contacted.

The YMCA of Southwestern Ontario is committed to providing a barrier-free environment for all stakeholders including our members/participants, employees, job applicants, suppliers, and any visitors who may enter our premises, access our information, or use our services. As an organization, we respect and uphold the requirements set forth under the Accessibility for Ontarians with Disabilities Act (2005), and its associated standards and regulations.