

Job Title:	Child and Youth Care Worker (CYC)
Classification/Benchmark:	Residential Child and Youth Worker
Grid Level:	11 (\$29.22-\$33.54 Range)

Responsible To

The Child and Youth Care Worker shall report directly to their assigned Supervisor.

Job Summary

Under the direction of their Supervisor, the Child and Youth Care Worker (CYC) provides care to children/youth with moderate to severe behavioural problems in a staffed home setting. The CYC performs all duties in a safe, efficient, and respectful manner in order to promote choice, independence, and integration for the individuals being served.

The CYC must adhere to the philosophies, policies, and procedures of Nanaimo Association for Community Living, and in accordance with relevant Legislation and Regulations (i.e. Residential Care Regulations, and the Motor Vehicle Act).

Responsibilities

- Participates in the assessment, goal setting, and progress evaluation of children/youth.
- Teaches children/youth to relate in a socially-appropriate manner through the use of daily routines and activities.
- Monitors persons served in a staffed home setting and ensures their safety and well-being.
- Provides behaviour management counselling to persons served on a one-to-one and/or group basis by performing duties such as providing feedback on persons served's behaviour, teaching coping techniques and adaptive behaviour, and providing guidance and support.
- Provides emotional support and crisis intervention to persons served, which may include non-violent physical interventions.
- Ensures communication and liaison between staffed home, school, family, and the community.
- Ensures that persons served's physical needs are met by performing duties such as assisting with basic personal hygiene, preparing meals, and administering medication as required in accordance with established guidelines, procedures, and instructions.
- Maintains reports such as statistics, logbooks, daily activities on persons served.
- Carries out household duties such as meal preparation and household cleaning.
- Administers medication to persons served in accordance with established policy.
- Accompanies persons served to appointments and community outings.
- Performs other related duties as required.

Qualifications

- Education and Knowledge:
 - Diploma in a related Human/Social Service field.
- Training and Experience:
 - Two (2) years recent related experience or an equivalent combination of education, training, and experience.

Conditions of Employment

- Valid BC Driver's License (Class 4 Unrestricted license required within three (3) months of orientation, unless otherwise indicated).
- Criminal Record Search upon commencement of employment and every three (3) years thereafter, providing clearance to work with children and/or vulnerable persons.
- TB test with a negative result (per the Residential Care Regulation).
- Flu shot or preventative measures as mandated by the Ministry of Health – Community Care Licensing.
- COVID-19 vaccinations as mandated by Public Health Order.
- A vehicle with business insurance (business insurance must be obtained by employees who as a requirement of their employment utilize their personal vehicle for transporting persons served, or are doing business on a regular basis for NACL).
- Medical certificate (utilizing the *Attending Physician's Report* form) indicating good health, per the Residential Care Regulation.
- Current Ministry of Health recognized first aid certificate including CPR (which must be kept current while employed with NACL).

Reviewed

- July 2026