

Building Futures Together

Responsive, compassionate services for children, youth, and families to build better and more hopeful futures.

Internal/ External Job Posting # 25-25 Child and Youth Worker – Roster Staff

About Keystone:

Keystone Child, Youth & Family Services is a dynamic, not-for-profit organization and the designated Lead Agency for Children's Mental Health in Grey and Bruce Counties. Since 1974, we have been dedicated to supporting children, youth, and families by delivering compassionate, responsive mental health services.

At Keystone, we provide a full continuum of services, including counseling, prevention and well-being programs, short-term live-in treatment, crisis stabilization, youth justice services, and special needs programming. Our focus on coordinated access ensures that every child and youth aged 0-17 receives tailored, multi-disciplinary care to meet their unique needs.

Keystone is seeking compassionate and skilled Roster - Child & Youth Workers to join our Live-In Treatment team. Roster staff provide essential support by picking up shifts as needed to ensure continuous, high-quality care for youth in residence.

Minimum Qualifications:

- Child & Youth Care Diploma or equivalent
- Experience supporting adolescent age youth is essential
- Current certification in First Aid and CPR
- Certified in Non-Violent Crisis Intervention Training (training available)
- Must complete a police check with a Vulnerable Sector screening
- Valid driver's license and reliable transportation with valid automobile insurance with \$2 million liability for transporting youth is a requirement
- Able to work rotating days, nights and evening the LIT is a 24-hour operation

This Role Reports to: Supervisor of Live In Treatment (to be identified and changed as needed)

Responsibilities:

1. General Accountability:

- Provide supervision and treatment for the youth admitted to the Live-In-Treatment program.
- Contribute to the effective and efficient operation of the Live-In-Treatment program for the youth.
- As part of a clinical team, provides therapy/counselling, casework, group work, advocacy, consultation, education and/or community development.

2. Direct Care and Support:

- Supervise and engage with children and youth during daily activities.
- Provide emotional support and guidance to help clients address personal challenges.
- Ensure adherence to health and safety regulations.

- Actively participate in case management and treatment teams for Live-In Treatment clients.
 - Assess family, school, and community dynamics affecting client functioning from a Child and Youth Care perspective.
 - Collaborate with the treatment team to promote acceptable behavior and maintain a therapeutic environment.
 - Deliver therapeutic programming to youth, families, and treatment groups.
 - Foster strong connections with youth and their families.
 - Contribute to a safe and therapeutic living environment.
 - Plan and participate in special events and recreational activities.
- 3. Individualized Care Planning:**
- Collaborate with a multidisciplinary team to develop and implement individualized treatment plans.
 - Maintain clinical records and statistics according to agency standards.
 - Ensure compliance with treatment plans and agency philosophy.
 - Work with youth to build therapeutic relationships and achieve treatment goals.
- 4. Crisis Intervention:**
- Identify and respond to crises or behavioral issues using de-escalation techniques.
 - Manage crisis situations with appropriate strategies.
 - Implement emergency procedures to ensure client safety.
 - Design and implement crisis safety plans with youth.
- 5. Skill Development**
- Facilitate treatment groups, life skills training, and recreational activities to support goal attainment.
 - Encourage positive behaviors and reinforce coping strategies.
 - Provide close support to youth in Live-In Treatment, focusing on recovery and competence.
- 6. Family Engagement**
- Communicate regularly with families about client progress and involve them in the care process.
 - Conduct family psychoeducation to strengthen family dynamics.
 - Assist families in developing positive attachments with youth.
 - Facilitate training in parenting skills as needed.
- 7. Documentation and Reporting**
- Maintain accurate and confidential records of client interactions and progress.
 - Prepare reports and summaries for team meetings and treatment reviews.
- 8. Collaboration**
- Work closely with therapists, social workers, and other professionals to ensure quality care.
 - Collaborate effectively with program staff, clinicians, community partners, and families.
 - Participate in team meetings to discuss client progress and strategies, providing quality input based on a professional Child and Youth Care perspective.
- 9. Community Integration**
- Facilitate outings and activities that promote social integration and community involvement.
 - Build partnerships with local organizations to enhance resources for clients.
- 10. Other Duties**
- Internal and/or external committee membership.
 - Assist with the management of the wait list through in-depth risk assessment (CSSRS), safety
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- planning, and check-ins.
- Attendance at staff meetings and professional development.
- Draws on internal and external resources as required.
- Complete community presentations.
- Assume additional responsibilities as necessary.

Skills:

- Strong ethical standards aligned with Keystone values.
- Therapeutic skills and experience with diverse client populations.
- Proven excellent (verbal & written) communication and interpersonal skills in English.
- Strong organizational skills.
- Demonstrated ability to work within a multi-disciplinary team.
- Dependability, availability and flexibility required.
- Knowledge of computer applications.

Role Information:

Start Date: ASAP

Apply with Resume to: Human Resources at HR@kcyfs.com

Date Posted: October 30th, 2025 – 12:00 PM

Closing Date: November 12th, 2025 – 12:00 PM

Pay Scale: OPSEU Child Care Assistant (CYWA) Classification

Hrs/Wk	A	B	C	D	E
40	\$22.65	\$23.55	\$24.50	\$25.48	\$26.50

Accommodation:

We are dedicated to creating an accessible organization, fully compliant with the Accessibility for Ontarians with Disabilities Act (AODA). If you require accommodation during the recruitment process, please let us know, and we will work to meet your needs. Disability-related accommodations are available upon request throughout the application process. For any accommodation requests, please contact our Human Resources Department.

