

## **Settlement Worker – Youth Sports, Art and Recreation Facilitator YMCA Employment & Immigrant Services**

**Location:** Various locations in Hamilton – Main location: YMCA Immigrants Services, located at 25 Main St. W. Hamilton, Ontario, L8P 1H1

**Position Type:** Full-Time (35 hours per week), salaried with benefits and complimentary YMCA membership

**Starting Salary:** \$48,000.00 annually

### **Position Overview:**

Reporting to the Newcomer Youth Center Program Coordinator, the Settlement Worker – Youth Sport, Art and Recreation Facilitator is responsible for engaging and supporting newcomer youth through sports, recreation, and arts activities. This role focuses on building a safe, inclusive environment where youth can develop critical life skills, enhance social connections, and access resources to support their settlement and integration.

The successful candidate will design and facilitate activities promoting teamwork, problem-solving, and self-expression while conducting needs assessments and referrals tailored to each youth's situation. This role requires a dynamic individual with experience working with diverse communities, strong facilitation skills, and a passion for empowering youth through creative and recreational programming.

This is a great opportunity for an individual with a high level of interest in working with the YMCA HBB as a charitable organization.

### **What You'll Do:**

- Reach out to newcomer youth and promote settlement services available at the YMCA and in the community
- Promote the sports, recreational and arts activities delivered through YMCA Newcomer Youth Centers
- Recruit and engage newcomer youth through sports, recreational and arts activities
- Ensure that sports, recreational and arts activities are accessible and inclusive
- Meet one-on-one with newcomer youth to conduct an initial intake
- Determine youths' eligibility and suitability for participation in activities and other services
- Provide newcomer youth with information, orientation, needs assessments and referrals to community services and government programs as per their individual needs
- Design and facilitate weekly sports, recreational and arts activities that promote socializing, teamwork, problem-solving, conflict resolution, time management, communication, adaptability, and critical thinking
- Create a safe and supportive environment where youth can build confidence and interpersonal skills
- Facilitate post-activity discussions to reflect on lessons learned and encourage critical thinking
- Proactively manage conflict situations, demonstrate positive role model behaviour, apply a professional communication style and promote conflict resolution strategies
- Work closely with co-workers to plan and deliver programs effectively
- Communicate regularly with other team members to align activities with organizational goals and share insights

**What You'll Do (Continued):**

- Develop and maintain a program calendar, consistently delivering annual sports, recreational and arts sessions
- Organize resources, equipment, and space to support program activities
- Conduct regular evaluations to measure program effectiveness, efficiency, and client satisfaction.
- Maintain accurate records of client interactions and services provided using client management systems
- Generate timely reports for program performance, ensuring client confidentiality and compliance with privacy standards
- Attend staff meetings, training sessions, and conferences to stay informed about professional development and trends in youth settlement and employment services
- Share updates and insights with team members to enhance service delivery and collaboration
- Client-Centered Approach: Focused on empowering youth through tailored support and resources
- Flexibility: Ability to provide services both in-person and remotely to meet diverse client needs
- Refer newcomers to appropriate programs and resources, such as housing, employment, education, health care, legal, recreation, etc.

**What You'll Bring:**

- Post-secondary education in Recreation Management, Physical Education, Child and Youth Care, and/or related field, or a relevant combination of education and experience
- Experience facilitating sports programs for youth, ideally in a community or educational setting
- Experience engaging newcomer youth and understanding the challenges they face in cultural adaptation, skill development, and integration
- Demonstrated success in creating inclusive and supportive environments for participants
- Experience creating annual program calendars and aligning activities with organizational goals
- Experience evaluating program outcomes through surveys, focus groups, and other tools, while collaborating with stakeholders like schools and community organizations
- Expertise in designing and facilitating sports and arts activities that foster learning, teamwork, communication, critical thinking, and essential life skills like problem-solving, time management, and conflict resolution
- Creative and adaptable in tailoring programs to meet the needs and interests of youth
- Ability to foster self-expression and cultural exploration through art while managing activities, schedules, and partnerships
- Strong attention to detail in record-keeping, policy compliance, and prioritizing responsibilities
- Effective interpersonal, presentation, and group facilitation skills
- Demonstrated knowledge of community services in Hamilton, anti-racism and cultural sensitivity awareness

**A Major Asset If:**

- One or more of the following certifications are an asset:
  - Mental Health First Aid
  - Non-violent crisis intervention
  - Positive Youth Development
  - Current Standard First Aid and CPR-C
- Certification in Sports Coaching, Arts Facilitation, or Soft Skills Development is an asset
- Additional training in conflict resolution, youth engagement, or cultural competency is an asset
- Ability to speak fluently in Arabic, Spanish, Pashto, Urdu and/or Farsi is an asset

**Ready to Make a Difference?**

The YMCA is a charity that ignites the potential in people. #YSavesLives starts with building a strong community. If you're passionate about creating a vibrant and healthy community where everyone thrives, we want to hear from you!

Don't meet every requirement? Studies have shown that women and people of colour are less likely to apply to jobs unless they meet all qualifications. If you are excited about the role, but your resume doesn't align perfectly with every qualification in the description, apply anyway. You may still be the right candidate for this or other roles!

**Interested in applying?** To view and apply for positions as a current employee, please log into your UKG account and click "My Company", then "View Opportunities" in the sidebar menu.

**Please submit your resume to:** John Coburn, Program Coordinator, Newcomer Youth Centres  
[John.coburn@ymcahbb.ca](mailto:John.coburn@ymcahbb.ca) by: **February 14, 2025**