



JOB POSTING

POSITION:	SNAP SENIOR TRAINER COMMUNITY FACILITATOR
REPORTING TO:	MANAGER, PROGRAM IMPLEMENTATION AND TRAINING
JOB TYPE:	CONTRACT, FULL-TIME (40 HRS/WEEK), OPSEU BARGAINING UNIT
POSTED DATE:	NOVEMBER 24, 2022
APPLICATION DEADLINE:	DECEMBER 01, 2022
EXPECTED START DATE:	JANUARY 16, 2023
LOCATION:	TORONTO

ABOUT CHILD DEVELOPMENT INSTITUTE

CDI is a leading children's mental health agency in the City of Toronto offering a range of services to approximately 3,500 children ages 0-12, youth ages 13-18 and their families each year. Our mission is to promote and support the healthy development of children and to strengthen the families and communities in which they live. We provide four streams of service to families in need: early intervention, family violence, healthy child development and specialized mental health services for children and youth with learning disabilities.

POSITION SUMMARY

CDI is seeking a SNAP Senior Trainer-Community Facilitator to join our Program Implementation, Research and Program Scaling team. Under the direction of the Manager, Program Implementation and Training, the SNAP Senior Trainer-Community Facilitator will be responsible for developing partnerships and a network that focuses on activities to establish implementation teams focused on the needs of high-risk children and youth and will be providing training to professionals and organizations interested in delivering services for this population.

DUTIES & RESPONSIBILITIES

Community Networking Activities

- Community profile – has a visible profile within the child and youth mental health and/or youth justice sector representing our organization in a positive manner– defines CDI's particular attributes and interests and ensures that SNAP is well regarded and in accordance with the SNAP Implementation Plan.
- Networks with community stakeholders focused on the needs of high-risk children/youth to facilitate a referral protocol.
- Supports and builds capacity, where necessary, for SNAP sites to set up an implementation team with the required membership.
- Serves as a liaison between the implementation teams and SNAP sites ensuring all relevant stakeholders are involved.

Training and Trainer Mentoring Activities

- Delivers SNAP training for Affiliate Sites (e.g., new training, refresher training, core, lead, gender-sensitive programming).
- Works with SNAP Affiliate Sites to coordinate logistics of the training.
- Conducts training initiatives independently and/or collaborates with the SNAP Manager, Program Implementation and Training or other trainers.
- Trains and mentors new SNAP trainers – both CDI and Affiliate Site Train the Trainer candidates.
- Supports new SNAP Trainers to ensure quality of all training session is maintained.
- Completes Train the Trainer documentation on new SNAP Trainers as assigned.
- Delivers effective presentations using PowerPoint, videos and high-tech equipment.

- Presents information using a variety of instructional techniques or formats, such as role playing, team exercises, group discussions, videos, or lectures.
- Updates training and presentation materials with support from SNAP Research and Development team.
- Maintains up-to-date knowledge on implementation and presentation skills and advises management of risk and opportunities.

Consultation

- Conducts consultations (telephone, email or onsite observation) with SNAP Affiliate Sites to monitor site fidelity to SNAP program.
- Leads and supports solutions to complex barriers as they relate to successful implementation of SNAP programming.
- Provides timely and accurate guidance to affiliate staff on the effective implementation of the SNAP program.
- Supports new SNAP Trainers and proactively liaises with Affiliate Sites to ensure alignment and appropriate communication across affiliate sites.

Quality Assurance

- Conducts quality assurance reviews (e.g., monitoring of program fidelity activities).
- Facilitates implementation meetings with Managers of Affiliate Site and/or implementation teams.
- Facilitates the administration of training evaluations to ensure effectiveness of training session.
- Regularly reviews program evaluation summaries to ensure responsive actions are taken.

General Responsibilities

- Photocopies, distributes and files training and consultation materials as required.
- Contributes as a member of the SNAP Implementation team and shares best practice.
- Assumes other such responsibilities as may be assigned from time to time.
- Responsible for documenting all implementation activities (e.g., consultation, training and community related activities) using SNAP Implementation Tool- SNAPiT data system.

MINIMUM QUALIFICATIONS AND SKILLS

- A university degree in a related area of study, with at least three (3) years clinical experience in delivering an evidence-based cognitive-behavioural multi-modal component model in a related program or at least three years of direct clinical experience delivering SNAP programming, working with children/youth with conduct type problems and their families (experience with high-risk youth is beneficial).
- Minimum two (2) years' experience as a SNAP Trainer-Consultant (3+ years preferred)
- Working knowledge in the following areas is required: SNAP, gender sensitive approaches, risk assessment, group facilitation, adult education, Evidence-Based programming, and youth justice.
- Effective facilitation, communication, and problem-solving skills (direct and indirect) including the ability to present and train professionals from a variety of disciplines and levels.
- Be self-directed/independent worker.
- Demonstrated ability to collaborate with multi-disciplinary team members, managers, funding sources and community partners.
- Value and embrace a scientist-practitioner model with the ability to engage SNAP Affiliates in similar practices.
- Knowledge in computer software and database utilization/management (e.g. ACCESS, EXCEL, POWERPOINT).
- Ability to work in a highly distractible, diverse, multi-tasking fast paced environment.
- Willingness to travel frequently.

WORKING CONDITIONS

- Governed by concurrent and dynamic deadlines, despite conflicting priorities and frequent interruptions.
- The noise level in the work environment is usually moderate.
- Fast-paced work environment.

- Flexible work schedule to accommodate job responsibilities, including requirement to work some evenings.
- Travel to various locations across Canada and/or internationally on a regular basis.

COMPENSATION: 63,339 per Annum

APPLICATION INSTRUCTIONS:

Child Development Institute

Human Resources

E-mail: careers@childdevelop.ca and msilver@childdevelop.ca

Thank you in advance for your interest. However, due to the volume of resumes received, only those candidates selected for interviews will be contacted.

DIVERSITY AND INCLUSION:

Child Development Institute is an Equal Opportunity Employer. We value inclusivity & diversity in the workplace. We actively encourage applications from members of groups with historical and/or current barriers to equity, including, but not limited to,

- *First Nations, Métis and Inuit peoples, and all other Indigenous peoples;*
- *members of groups that commonly experience discrimination due to race, ancestry, colour, religion and/or spiritual beliefs, or place of origin;*
- *persons with visible and/or invisible (physical and/or mental) disabilities; and*
- *persons of marginalized sexual orientations, gender identities, and gender expressions.*

We recognize that many of these identities intersect and that therefore, equity, diversity and inclusion can be complex. We value the contributions that each person brings, and are committed to ensuring full and equal participation for all in our community.

ACCOMMODATION:

Child Development Institute is committed to creating an accessible and inclusive organization. In accordance with the Accessibility for Ontarians with Disabilities Act, 2005 (AODA) and the Ontario Human Rights Code (OHRC). Child Development Institute will provide accommodations throughout the recruitment & selection process to applicants with disabilities. During any stage of the recruitment process, please notify Human Resources of the nature of any accommodation(s) you may require. Any information received relating to accommodation measures will be addressed confidentially.

All applicants are advised that offers of employment are contingent upon the successful completion of a Vulnerable Sector Check.

Note: All CDI employees are required to be fully vaccinated as a condition of hire in accordance with CDI Mandatory Vaccination Policy.