

## **WE ARE SEEKING A BLACK MENTAL HEALTH YOUTH JUSTICE CLINICIAN**

**Position Title:** Black Mental Health Youth Justice Clinician - The Way Forward Mental Health Program

**Location:** Hybrid (On-site NACCA and York Hills /work from home)

**Reports To:** NACCA, Black Health Manager and York Hills

**Job Type:** Full-Time – 31.5 hrs/ week (4.5 days/wk) Includes 2 nights and some weekends

**Salary range:** \$62,563 - \$66,371 + benefits

### **About NACCA**

The Newmarket African Caribbean Canadian Association (NACCA) is a Black-led, community-based organization committed to advancing the wellness, dignity and success of Black individuals and families across York Region. NACCA delivers culturally responsive programs rooted in Africentric values, healing-centered care and community wisdom. Our work spans mental health, food security, youth development and education all grounded in a commitment to equity, justice and community care.

Newmarket African Caribbean Canadian Association's mental health services address a wide variety of issues ranging from trauma (sexual, physical and trauma related to immigration), depression, anxiety, worry, grief and stress, addictions, including societal stressors relating to the Social Determinants of Health (racism, poverty, housing, employment, family issues, etc.). We offer diverse counselling support relating to Black men's mental health, caregiver support for parenting children and youth, seniors, wellness support for members of the Black LGBTQ+ community, to name a few. Our therapeutic model involves Healing Identity Based Trauma and Racial Trauma using EMDR in COLOUR and other cultural humility centred approaches, an integrative process involving Cognitive Behavioural Therapy, Narrative Therapy and therapy from a Recovery Model of Care.

### **Position Overview**

The Black Mental Health Youth Justice Clinician will provide culturally competent and restorative mental health counseling sessions and manage a mentorship program tailored to meet the needs of Black children, youth and families of African descent peoples. This role combines clinical expertise, youth justice advocacy, and restorative justice mentorship to promote healing, empowerment, and systemic change. You will work with children, youth and families facing a variety of mental health challenges, using evidence-based therapeutic interventions and culturally sensitive practices to promote mental wellness while addressing unique challenges faced by Black individuals, and their lived experiences of anti-Black racism and systemic oppression.

The model of care recognizes that mental health services have historically, and presently, harmed Black and Indigenous peoples. We recognize that access to these systems, even though these services will be Black-led, still exist within systems that perpetuate anti-Black racism, colonialism,

and patriarchy. We recognize that access to these systems can be unsafe, and much of the work is to provide culturally safe, strength-based, resourceful, healing centered, and low barrier care.

## **Key Responsibilities**

- Individual, Family and Group Counseling
- Provide Culturally Competent and Restorative Care
- Provide Youth Justice Mentorship and Support for Black youth navigating the justice system, emphasizing prevention, restorative pathways, and reintegration
- Conduct Holistic Assessment and Treatment Planning
- Lead and participate in Community Outreach and Educational programming, supporting wellness, harm reduction, and social justice awareness
- Maintain Accurate, Timely and Confidential Records While Complying with HIPAA Regulations
- Collaborate with Various Departments and Partners
- Coordination with NACCA Partner, York Hills
- Transportation and Valid License Requirement

## **Must Have / Preferred Credentials:**

### **Education**

- Masters of Social Work Masters of Counselling Psychology (or equivalent), registration with an appropriate governing body, and at least 2 years of experience within a children and family mental health setting. Bachelor's Degree in Social Work or a relevant discipline (i.e, psychology, counselling, education) with a minimum of 5-7 years' experience within a children and family mental health setting, registration with an appropriate governing body and an in-depth knowledge of and experience with theories, principles and practices of Social Work or a related degree.
- Must be registered and in good standing with the Ontario College of Social Workers and Social Service Workers (OCSWSSW) as a social Worker, the College of Registered Psychotherapists of Ontario (CBPO) or the College of Occupational Therapists of Ontario.
- Certification or specialized training in trauma, restorative or youth justice work is an asset.

### **Experience**

- 2 years professional work experience in supporting Black children, youth and families mental health, including experience with trauma-informed care and working with clients experiencing racial or cultural trauma.
- Knowledge and mentorship experience in youth justice systems, including prevention, diversion, and reintegration support.
- Knowledge, sensitivity and understanding of the social, political, personal and cross cultural needs, concerns and interests of Black communities.

### **Skills & Competencies**

- Strong understanding of mental health issues that uniquely affect Black communities, including racial trauma, discrimination, and cultural stigmas.
- Familiarity with applying Black/African-centered principles towards healing and empowerment

- Proficiency in a range of therapeutic approaches and modalities, including DBT, CBT, Narrative Therapy, or other evidence-based practices.
- Strong mentorship and advocacy skills to support Black youth navigating systemic barriers or justice involvement.
- Excellent communication, active listening, and interpersonal skills, with the ability to establish trust and rapport with service users.
- Ability to work independently, manage caseloads, and document progress effectively.
- A commitment to ongoing professionalism and cultural competence.
- Ability to motivate, problem-solve and deal with complex issues with sensitivity and respect.
- Demonstrated ability to provide service in anti-oppressive/anti-racist, child/youth friendly, accessible, culturally competent and community led and based ways that are responsive to the needs of children, youth and families.
- Ability to work a flexible schedule, including two evenings, and occasional weekends when required in order to meet client needs.
- Capacity to build and nurture working relationships with colleagues, referral sources and partner agencies.
- An ability to work independently, as well as within a team structure.
- Above-average oral and written communication skills including report writing, excellent organizational abilities and time management.
- Willingness to travel and provide services throughout York Region (i.e., NACCA Community hub, community hubs, health centres, schools, YRCAS, etc.), and an understanding of the geographic, ethno-racial and intersectional diversity of York Regions Black populations.
- Demonstrated software skills (Google Suite, MS Office, Powerpoint, Excel, Teams and Zoom)
- Bilingual or multilingual abilities (e.g., French, or African languages etc.) are an asset.
- Certification in specialized therapeutic areas, such as trauma or substance abuse, is advantageous.
- Experience working in community-based settings or with community organizations is preferred.

### **Work Environment**

- This position may involve a combination of in-person and remote sessions depending on organizational policies and client preferences.
- May participate in York Hills working groups and quality improvement initiatives that specifically address access to competent care for Black populations.
- Will participate in team-based projects as required to build greater capacity in resources for Black children/youth and families in York Region.
- Attend regular NACCA mental health team meetings and Supervision with NACCA and York Hills.

### **Transportation and Valid License Requirement**

- This position requires the ability to travel within the local community to meet service users, attend meetings, and engage with community partners.
- Requires a valid driver's license and access to reliable transportation are essential for this role.
- The candidate must be able to navigate between service locations, service user homes, and outreach sites efficiently and independently.

- Travel may also include occasional evening or weekend hours for community events or client appointments.
- Occasional travel within the community for outreach activities or meetings with partner organizations.

### **Preferred Qualifications**

- A male clinician is preferred
- Bilingual or multilingual abilities (e.g., French and African languages etc.) are a plus.
- Familiarity with community-based mental health resources, youth support services, and organizations serving Black communities.
- Experience with data collection, program evaluation, and preparing impact reports.

### **How to Apply:**

#### **Application and Hiring Process**

Qualified applicants should forward a cover letter and resume indicating “**Application for Black Mental Health Youth Justice Clinician**” in the subject line to: [hr@naccacommunity.ca](mailto:hr@naccacommunity.ca)

Applicants must have lived experience of anti-Black racism, demonstrate a commitment to Africentric values and principles such as the Nguzo Saba and have experience delivering culturally competent interventions, including supporting Black children/youth who have faced oppression and racism.

Successful candidates will require a vulnerable sector check and designation in good standing with a regulatory body such as RSW/RP/CCC etc.

NACCA is an equal opportunity employer and encourages applications from all qualified candidates. For more detailed information about the Newmarket African Caribbean Canadian Association, please visit [www.naccacommunity.ca](http://www.naccacommunity.ca)

#### **Recruitment Team**

NACCA’s Hiring Team will be accepting applications until March 29, 2026. Only those candidates invited for an interview will be contacted.