**Summary**

Job title: **Youth Justice Committee (YJC) Volunteer**

Approved by: **Executive Director**

Reports to: **YJC Coordinator**

Rebound’s vision: **All children and youth have the opportunity to reach their fullest potential.**

**About Rebound**

Rebound Child & Youth Services Northumberland (Rebound) is a not-for-profit, incorporated, charitable organization, providing high-quality, community-based programs and services to children, youth, and families in Northumberland County. We challenge the status quo and break down barriers by innovating. We identify a problem and learn how to address it. We educate ourselves so we are making the best decisions. We strive to continually improve ourselves as individuals, as a team, and as an organization.

**Position Summary**

Rebound facilitates all Youth Justice Diversion Programs throughout Northumberland County, including the Youth Justice Committee (YJC) program, since its inception in 2003. The YJC Program operates based on a restorative justice conferencing model to bring community volunteers together with young persons in conflict with the law, their parent/ guardian(s), and victim(s) to negotiate a way to make amends in the form of agreed upon sanctions for the harm caused by an offence.

Restorative Justice provides an opportunity to address the impacts of harm caused while holding the person accountable in a way that is meaningful for the victim, the community and the offender. Instead of defining crime as breaking the law, Restorative Justice defines crime as harm to people. Instead of responding to this breach with punishment, a Restorative Justice response is focused on making things right. People are the victims not the state.

**Roles and Responsibilities**

YJC Volunteers working in groups of 2-3 facilitate Restorative Conferences, following extensive training, based on an established process, always with a staff present.

• Convey Restorative messaging

• Serve as a guide and support, assisting both young person and victims when present through the YJC process

• Convenor– bringing parties together with empathetic outreach

• Information gatherer– understanding the needs of the parties through active listening

• Bridge/Mediator– assisting the parties to hear & understand each other, using re-framing, and neutrality

• Atmosphere creator– maintaining an environment of calm, acceptance, & safety through defusing anger, modelling calm & empathy

• Boundary setter– assisting in preventing harm, threatening, or destructive language/behaviour through enforcing limits

• Guide- assisting parties in moving through the process using the meeting flow, with organization & time management

**Working Conditions**

* Flexible time commitment. Volunteers choose which time slots they sign up for, how frequently, and if they take time away to travel etc.
* Meetings can be held during the day or early evening. Volunteers provide their availability to the YJC Coordinator.
* Hybrid meeting model available – Choose between in-person, virtual, or both (private confidential spaces required for virtual meetings).
* Virtual meetings to be held over Microsoft Teams.
* Driving/travelling to Rebound’s Office or outreach locations as per meeting sign up.
* Case Worker assigned to youth always present in the YJC meeting for support and continuity.
* Due to the very thorough nature of this opportunities screening and training, this volunteer opportunity is best suited to someone prepared to make a multiyear commitment.

**Qualifications, Experience, and Requirements**

* Adults 18 years and over
* Ability to provide clear Criminal Record Check (CPIC) with Vulnerable Sector Search
* Willingness to work from a Restorative Justice approach
* Desire to work collaboratively
* Willingness to complete extensive screening & training (see below)
* No specific prior Justice experience required

**Qualities of a YJC Volunteer**

* Impartiality
* Trustworthiness
* Flexibility
* Good Communication & Listening Skills
* Caring/Empathy
* Professionalism
* Empowering/Confidence-Inspiring
* Competent, Organized, Knowledgeable, Skilled
* Culturally Sensitive
* Effective Co-facilitator

**Screening & Training**

• Expression of interest by way of volunteer application: https://www.rcys.ca/volunteer

• Volunteer interview

• Police Background Check with Vulnerable Sector Search

• Reference Check

• Mandatory training:

o Accessibility Training

o French Language Service Awareness (not required to be bi-lingual)

o Ministry approved group YJC Volunteer Training

o Supplemental sessions

• Swear an Oath of Confidentiality and sign the MCCSS Volunteer Agreement

• Once approved, volunteers will be invited to participate in YJC meetings together with experienced volunteers as they gain experience

**If you have questions about this opportunity please feel free to reach out directly:**

Brandy Samis-Moore (she/her)

Case Worker / YJC Coordinator

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*Rebound is an equal opportunity employer and we are committed to a workforce that reflects the diversity of our community and the people we serve. We encourage applications from all qualified individuals including applicants from all cultures, racialized communities, abilities, and diverse sexual and gender identities. We are committed to a selection process and work environment that is inclusive and barrier free. In accordance with the Accessibility for Ontarians with Disabilities Act (AODA), Rebound provides accommodations, accessible formats, and communication supports for the interview upon request.*