Restorative Action Program Facilitator, part-time, Sept-June contract

CJI is growing! We are looking for a part-time Restorative Action Program Facilitator with an understanding of restorative justice philosophy and processes, and a passion for working with youth. This is a 10 month contract (10-15 hours/week) corresponding with the school year (September-June), and may be renewed based on future funding. It offers the unique opportunity to be part of an innovative partnership between Community Justice Initiatives and the Langley School District in providing a multi-level Restorative Justice program aimed at engaging youth and communities in restorative practices. These practices aim to foster positive relationships, skills for navigating conflict, and responses to harm and conflict which are needs-based and promote healing and meaningful accountability.

The Restorative Action program provides a broad base of conflict resolution and communication skills and services to youth and staff. The program offers training for students, educators and staff in Restorative concepts and equips them to deal with conflict situations using such tools as circle processes, restorative justice mediation and conferencing. Program staff deliver preventative programming (Peace Circles) in K-12 settings, and provide support during serious and complex conflict situations and act as ongoing liaisons/consultants with participating schools, community partner programs, and the police. The Restorative Action Program Facilitator will work in close collaboration with the Restorative Action Program Coordinator.

Primary responsibilities include:

Program Delivery & Facilitation
- Facilitating weekly Peace Circle sessions in Secondary, Middle and Elementary school settings.
- Co-facilitating complex school-based conflicts, supporting all participants with follow-up and resources.
- Collaborating with the Restorative Action Team to provide circle-based training at Secondary, Middle and Elementary school levels to students, staff, and administrators.
- Making public and private presentations to promote the program and increase awareness and understanding of Restorative Action.

Program Maintenance & Development
- Providing ongoing mentorship and support to Restorative Action peer mediator teams in Langley secondary schools.
- Modelling restorative practices for educators, and supporting Restorative Action capacity building at the school staff level.
- Building and maintaining trusting relationships with key program stakeholders to foster and sustain restorative community initiatives.
- Collecting feedback from program participants.
The successful applicant should possess a clear, strong and demonstrated personal commitment to the principles and values of restorative justice, and will bring the following experience, knowledge and abilities to the role of Restorative Action Program Facilitator:

Education and Experience:
- Educational background in Restorative Justice, Psychology, Education, Child and Youth Care, Counselling, Criminology, or a related field.
- A passion for working with youth, specifically youth in conflict. Experience with youth work, youth mental health, residential youth work, or youth and child care an asset.
- Facilitation experience. Restorative Justice mediation/facilitation/conferencing experience considered a strong asset.
- Volunteer work and experience with Restorative programs such as The Alternatives to Violence Project (AVP), circle based experiential programs, or healing circles an asset.

Knowledge:
- Knowledge of restorative justice principles, values, and practices.
- Knowledge and experience with trauma-informed practice, preferably as it relates to youth in school environments and particularly those facing multiple barriers.
- Experience and knowledge in social justice including lived experience, and working alongside individuals with intersectional identities (Black, Indigenous, people of colour, trans, non-binary, two-spirited, persons with disabilities, etc).
- Familiarity with child/youth development and fundamental aspects of social-emotional learning is considered an asset.

Abilities:
- Empathetic listening and communication skills, excellent intuition and discernment.
- Mature self-awareness and ability to acknowledge one’s own biases, prejudices, privileges and triggers when working with individuals who have caused and/or experienced harm.
- Excellent interpersonal ethics and accountability, and an ability to work collaboratively as well as independently.
- A demonstrated ability to recall and stay true to core principles and values of restorative justice when challenged by work situations such as empathy, integrity, equity and justice.
- On-going commitment to personal self-care, transparency and regular debriefing with team members and program coordinator.
- A compassionate approach to working with others, and the ability to respond confidently and empathetically in unexpected and/or stressful situations.
- Superb organizational and time-management abilities.
- Ability to pass a criminal record check.

Must have access to personal transportation, as travel is required to Langley schools. Mileage is compensated.

Application Deadline: August 8, 2022 at 12:00pm (PST)
Submit Resume and Cover Letter to: careers@cjibc.org

CJI is an equal opportunity employer and is interested in broadening our equitable hiring practices. We encourage applications from individuals who face systemic barriers to employment (including Black, Indigenous, people of colour, trans, non-binary, two-spirited, persons with disabilities, etc.)