



Haldimand-Norfolk

REACH

supporting children, families, communities

Haldimand-Norfolk REACH is a multi-service agency, providing Children's Mental Health Services, Autism & Behaviour Services, Developmental Services, Youth Services, Adult Counselling Services, and several Early Learning Intervention & Care services including EarlyON Child & Family Centres and the Community Action Program for Children.

H-N REACH serves as the Lead Agency for Haldimand Norfolk Children's Mental Health Services, Coordinated Service Planning and the Student Nutrition Program in the Hamilton/Niagara Region. Through our Contact Unit, the agency serves as the single point of access for a variety of children's services. H-N REACH is recognized as a local leader in community education, advocacy, inter-sector collaboration and Community Service Planning.

**Youth & Justice Services Unit- Existing Vacancy**

**Ref. #2026-15**

**PERMANENT POSITION ( 1 position available)**

\*The consolidated 0.8 FTE position is comprised of 0.4 FTE Youth In Transition Worker and 0.4 FTE Justice Services Worker as described below.

**JUSTICE SERVICES WORKER**

Part-time (14 hrs/wk), Permanent, Salaried

**Salary\*:** \$47,620 - \$53,572 - \$59,525

**YOUTH IN TRANSITION WORKER**

Part-time (14 hrs/wk), Permanent, Salaried

**Salary\*:** \$44,267 - \$49,800 - \$55,334

\*Salary is based on a full-time (1.0 FTE) rate and will be prorated for this position.

**Benefits:** Comprehensive Benefit Package

**Responsibilities:**

**The Justice Services Worker** provides support to individuals 12 and older in navigating the justice system and facilitates diversions through the Youth Mental Health Court Worker, Youth Justice Committee, and Direct Accountability Program.

- Build and maintain collaborative partnerships with police, legal professionals, community partners and Youth Justice Committee volunteers;
- Attend court proceedings and provide support to service participants as required;
- Develop and oversee diversion measures that promote accountability and meaningful restitution;
- Facilitate restorative justice circles that include victim input and prioritize accountability and reparation;
- Advocate, refer, and coordinate services with other community supports;
- Assist in volunteer training and supervision for Youth Justice Committee volunteer members;
- Complete and maintain accurate documentation including risk assessments, reports and statistics.

**The Youth-In-Transition Worker** provides functional and emotional support to youth aged 16-24 leaving the care of a Children's Aid Society. This includes identifying, accessing and navigating adult systems and resources relevant to their individual needs.

- Develop individual service plans in collaboration with the service participant, mental health services, child protection services, social services, and other identified supports, as required;
- Provide support in areas such as housing, employment, education, health; and finances;
- Provide supportive counselling and life-skill coaching to individuals and groups;
- Advocate, refer, and coordinate services with other community supports;
- Complete and maintain accurate documentation including risk assessments, reports and statistics.

**Qualifications:**

- Degree or diploma in social sciences, social work, child and youth studies, criminology, justice studies, psychology or related field of study;
- A minimum of three years' experience working with vulnerable youth, justice-involved individuals, and mental health supports;
- Demonstrated knowledge of the justice system, Mental Health Act, Youth Criminal Justice Act, and Child Youth and Family Services Act;
- Extensive working knowledge of Haldimand and Norfolk and available resources;
- Excellent communication, leadership, time management and problem-solving skills;
- Demonstrated computer skills (i.e. MS Office 365);
- Vulnerable Sector Record Check (includes Criminal Record & Judicial Matters Check), Children's Aid Society Declaration/Release;
- Possession of a valid driver's licence, \$2 million vehicle liability insurance, satisfactory Driver Abstract, and use of a vehicle.

Applicants are welcome to email the Youth & Justice Services Manager, Kathy Gammon, [kgammon@hnreach.on.ca](mailto:kgammon@hnreach.on.ca) for more information about this position, comprehensive benefit package, career growth opportunities, or to find out more about working at H-N REACH.

Please submit a cover letter (citing the reference # above) & resume by email to [jobs@hnreach.on.ca](mailto:jobs@hnreach.on.ca) by March 13<sup>th</sup>, 2026 to:

Lynn Tessaro, Human Resources Manager

Haldimand-Norfolk REACH

101A Nanticoke Creek Parkway, Townsend, ON, N0A 1S0

**Website:** [www.hnreach.on.ca](http://www.hnreach.on.ca)

Only those selected for an interview will be selected

Please contact us if you require accommodation

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Join the REACH team to make a meaningful difference in people's lives every day!