



Harm
Reduction



HIV/
AIDS



Rainbow
Space



Learn



Grow



Partner

Job Title: Program Specialist, 2SLGBTQ+ Youth Mental Health

Position Type: Full Time (35hrs a week), contract ending March 31, 2026

Reporting To: Program Manager, 2SLGBTQ+ Support Services

Compensation Type: Salary & Benefits

Location: York Region

Overview

CAYR Community Connections (CAYR) is a community-based, non-profit organization that provides support, education, and promotes access to dignified care for people living with, affected by, and at risk of HIV/AIDS and HCV. CAYR was originally founded as the AIDS Committee of York Region in 1993 and formally incorporated as a registered charitable organization in 1996.

Our Mission and Vision

We envision stigma-free, inclusive and informed communities, fostering an environment where individuals thrive.

CAYR creates welcoming, confidential, and inclusive environments for dignified support and education, empowering a diverse population including:

- People living with and those affected by HIV/AIDS
- Individuals affected by or at risk of HIV/Hepatitis C
- People who use substances
- Members of the 2SLGBTQ+ community, and
- Allies and partners supporting underserved communities

Job Description

Requires a highly motivated team player with excellent communication and community development skills. Must have a sound understanding of issues impacting 2SLGBTQ+ community wellness, strong community development skills, and be committed to enhancing health outcomes for marginalized and vulnerable communities.

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  /cayrcommunityconnections

 /cayrcc

Working as part of a team, the Program Specialist will support the delivery of CAYR's Rainbow Space Youth program. This mentorship and peer-support virtual program is an online (Discord-based) drop-in for queer, transgender, and questioning youth aged 12 to 20, providing them with access to supportive spaces and activities, to build resilience and reduce negative mental health impacts. Programming includes social groups with unstructured space and facilitated discussions, referrals to community services, peer-based support, mental health promotion, mental health resources, skills-building workshops, and in-person recreational events. Rainbow Space Youth will also aim to build capacity within schools and community service providers that work with LGBTQ youth through training, consultations, and resource distribution.

This is a hybrid position. It requires virtual work/work from home, including programming delivered within a Discord platform, along with providing in-person programming in York Region.

Core job duties:

- Facilitate and maintain the Queercord (youth Discord server) to provide safe, inclusive opportunities for engagement and opportunities for peer involvement and growth.
- Deliver intentional mental health and health promotion support through R&R chat.
- Offer organic health promotion and psycho-educational support.
- Conduct intake and verification of new youth into the program
- Overall server facilitation and monitoring for violence and/or problematic messaging.
- Provide crisis management and de-escalation support to program participants.
- Participate in and conduct community outreach efforts (for example, at community events, networking meetings, etc.) to engage socially isolated 2SLGBTQ+ youth in offerings and activities.
- Navigating safe partnerships and space for youth groups and events.
- Facilitate virtual group events twice a week.
- Plan, coordinate, and/or facilitate educational workshops on topics such as inter-community conflict resolution, building coping skills, navigating mental health, financial literacy, nutritious cooking and healthy eating, holistic self-care, sexual health, consent and healthy relationships, and harm reduction, to enhance knowledge, life skills, and wellness of 2SLGBTQ+ community members.

- Recruit, engage, mentor, and train 2SLGBTQ+ community members in volunteering skills, mentorship skills, and peer leadership skills development opportunities to support ongoing program development and delivery.
- Refer and connect 2SLGBTQ+ community members to relevant community resources and information as needed.
- Engage key community partners and stakeholder groups in York Region to develop and deliver innovative and relevant program activities.
- Build strategic partnerships with local community organizations, key stakeholder groups, and community alliances in York Region to support expansion and delivery of programs.

Program Administration and Evaluation

- Maintain an up-to-date calendar of program activities
- Maintain up-to-date records and monthly statistical information relating to program activities
- Monitor programs by tracking program participation data, including satisfaction surveys and other evaluation tools, tracking participant numbers in virtual and in-person groups, and providing data for grant reporting
- Update and make recommendations to the Program Manager and Executive Director regarding program goals and evaluation
- Inform program participants about their rights and agency policies and procedures; ensure any complaints and incident reports are duly processed
- Monitor and submit receipts for program expenditures
- Support the Program Manager and Executive Director with fundraising activities, including grant applications and funder reports as needed

Other

- Adhere to CAYR's policies and procedures
- Participate in professional development activities, staff/team meetings, and program meetings as required
- Other duties as assigned by Program Manager, 2SLGBTQ+ Support Services

Qualifications

- Post-secondary school degree in social work (BSW)
- Current registration in good standing with the Ontario College of Social Workers and Social Service Workers or working towards registration before the end of the three-month probation period

- Minimum 2 years experience in human services, community development, recreation and leisure programming, youth/adult education, or equivalent programming
- As a requirement of this position, the successful candidate must identify as a member of the community served (2SLGBTQ+)
- Experience working with the 2SLGBTQ+ community and/or marginalized people who are living with HIV/AIDS or Hep C, actively using substances, have mental health challenges, engaged in sex work, are homeless, and/or live in tents/camps
- Understanding of and commitment to harm reduction principles and sex positivity
- Understanding of HIV/AIDS, Hep C, substance use, and social determinants of health
- Not use homophobic, transphobic, sexist, or racist language, or language demeaning to drug users and/or sex workers
- Well-versed in unlearning (impacts of) colonization, homophobia, transphobia, sexism, racism, ableism, and derogatory language towards marginalized groups, including sex workers, folks who use drugs, or experience homelessness
- Ability to maintain a non-judgmental and non-stigmatizing approach
- Ability to work from a trauma-informed, anti-discrimination/ anti-oppressive lens
- Ability to function effectively in difficult and/or crisis situations
- Respectful of people's self-determination abilities
- Self-starter with strong communication skills
- Strong group facilitation skills
- Experience with training, public speaking, and presentations
- Established ability to maintain confidentiality and healthy boundaries
- Demonstrated ability to respect agency policies and protocols
- Ability to work independently and as part of a team
- Good organizational, multi-tasking, and administrative skills
- Competence with computer applications (MS Office Suite) and social media tools
- Familiarity with York Region and knowledge of local resources is a strong asset
- Ability to work outside of regular working hours (evenings and some weekends)

- **Valid driver's license required, access to personal vehicle and/or a clean driving record is an asset**
- Vulnerable sector screening is required

To be considered, please submit cover letter and resume highlighting qualifications and experience by:

- Email to: Marie Morton, Executive Director, mmorton@cayrcc.org **with subject line** Program Specialist, LGBTQ+ Youth

We thank all applicants. However, only those who are to be interviewed will be contacted.

*CAYR promotes the principles of anti-oppression and adheres to the tenets of the Ontario Human Rights Code. **We encourage applicants with lived experience of substance use, HIV/AIDS, and/or Hep C.** We also encourage people of all races, ethnic origins, religions, abilities, sexual orientations, gender identities and expression.*