

# Flourish with Carya



## Group Facilitator

Since 1910, Carya has been responding to the evolving social needs of the Calgary community.

Today, Carya impacts the lives of thousands of Calgarians through a range of comprehensive, barrier-free programs and services that enhance mental well-being, strengthen families, improve living conditions, and create meaningful social connections. We walk alongside our community, nurturing the unique strengths, abilities, and talents that individuals, families, and communities already possess to overcome adversity and build strong foundations for their futures.

### ABOUT THE ROLE

**Locations:** Village Commons, 610 8 Ave SE and Bowmont Commons, 5000 Bowness Rd NW

**Salary:** \$59,999 - \$77,000

**Full Time Regular:** 37.5 hours per week

As a member of the Multigenerational Wellness team at Carya, the **Group Facilitator** will play a key role in creating, implementing, and co-facilitating psycho-social groups for various age groups, including seniors. Facilitation involves a broad range of skills such as recruitment, engagement, connection, creativity, holding space, and evaluation, all guided by adult learning principles to provide a human-to-human experience.

### WHO YOU ARE

- A proactive self-starter who likes to get creative and support on diverse deliverables.
- An organized and critical thinker who can visualize organizational goals and progress towards them.
- A creative collaborator who values professional relationships, belonging, kindness and diverse perspectives.

### WHAT YOU WILL DO

- Build relationships with program participants through group facilitation, one-on-one support, and intake interviews.
- Develop and implement evidence-based interventions in group programming, incorporating community development values.
- Knowledge of evidence-based approaches, including CBT, DBT, and trauma-informed care.
- Collaborate effectively and respectfully with team members from diverse backgrounds to achieve shared goals and deliver engaging, innovative group opportunities.
- Collaborate with co-facilitators to prepare group sessions and stay current on best practices and evidence-based interventions.
- Use social-emotional learning strategies to promote mental health, wellness, and belonging.
- Present complex information clearly and engagingly, facilitating open dialogue and encouraging participation from all group members.
- Attune to the developmental and relational needs of program participants, aiming to develop natural supports and connections, nurture confidence, and equip them with resources and information relevant to their needs and interests.
- Foster trust and build strong relationships with individuals and groups by creating welcoming environments, hosting purposeful activities, and responding to community needs. This includes establishing and maintaining connections with participants, community partners, and colleagues.
- Apply strength-based philosophies, focusing on what's strong and possible.
- Support the development of curriculum for new groups based on community needs using best practices, evidence-based interventions and grounded in adult foundational learning principles
- Provide crisis intervention and support to individuals as needed, including risk assessments and safety planning with group participants.
- Exhibit creativity, agility, possibility thinking, and courage when working in fluid, changing, and often ambiguous environments.



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This task list is not intended to be exhaustive, and other tasks may be identified from time to time as required.

## WHAT YOU BRING

- **Master's degree in social work, counseling, or a related field is required, or currently enrolled in a Master's program with expected completion date.**
- Skilled in facilitating group management, coordinating complex schedules, and fostering a collaborative environment.
- Experienced, enthusiastic, and passionate about community engagement with a strength-based, participant-centered approach.
- Strong team orientation with exceptional communication, leadership, and interpersonal skills, able to connect with diverse individuals and accommodate varying needs and learning styles.
- Build trust through strong relationships, welcoming environments, and responsiveness to community needs.
- Skilled in managing group dynamics, including conflict resolution and fostering cohesion.
- Have experience with seniors, focusing on aging, social isolation, wellness, transitioning to seniorhood, life stage changes, grief, and loss.
- Proficient in maintaining detailed and accurate records of group activities, attendance, and outcomes.
- Respect diverse viewpoints and values shaped by different societal and cultural contexts and be sensitive to individuals with cognitive or age-related health and mental health needs.
- Demonstrate flexibility in work location and schedule, while remaining open to insights from those outside your immediate team (one evening group per semester may be required).
- Completion of Natural Supports Framework training is an asset.
- Certification with the Alberta Family Wellness Initiative's Core Brain Story is an asset.
- Proficiency in Microsoft 365 with a focus on SharePoint, Word, Teams, and Outlook.
- Ability to effectively manage and prioritize your emails and calendar.
- A vehicle is required for this role, with a valid driver's license and car insurance.

## WHY JOIN TEAM CARYA

When you join team Carya, you are joining over 100 passionate professionals who exemplify our values of *Respect, Kindness, Creativity, Collaboration, Belonging, Wellness*. Our employees are the heart of our organization and work collaboratively to meet the unique and evolving needs of over 40,000 Calgarians.

At Carya, we take care of our people and proudly provide our employees with:

- Exceptional work life balance including paid vacation time off, personal time off each month and office closures during the year.
- A supportive and flexible work environment that includes professional development opportunities.
- A focus on health and wellbeing including access to virtual mental and physical health supports, employer paid extended health benefits, dental benefits, an annual health spending account and Employer matched RRSP contributions.
- Recognition that peoples are a combination of many intersecting identities; we work to cultivate an environment that welcomes the whole person and harnesses the strength that is available in our diversity, creating a rich and inclusive workplace.

The successful applicant will receive a comprehensive total compensation package including:

- Employer-paid premiums for extended health benefits and 50/50 share of dental premiums.
- Up to 7% RRSP matching.
- Annual Health Spending Account.
- Three (3) weeks paid vacation pro-rated to start date and eligible for use in the first year of



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employment.

- Monthly Personal Time Off (PTO) day.
- Paid office closure days between Christmas and New Year.
- Discretionary Day of Observation each year for use on a day that is of personal significance.
- Agency provided property as needed by the role.

## CLOSING DATE

Until a suitable candidate is found.

## HOW TO APPLY

1. Please submit a single PDF containing your cover letter and resume with your name as the file name.
2. Email your file to [HR@caryacalgary.ca](mailto:HR@caryacalgary.ca) with the job title in the subject line.
3. Applications submitted without a cover letter will not be considered.

*We thank all those who expressed their interest, however only those selected for an interview will be contacted.*

## Equal Employment Opportunities, Requesting an Accommodation, and Other Employment Statements

Carya is deeply committed to building a workplace where inclusion is not only valued but prioritized. We are proud to be an equal-opportunity employer, seeking to create a welcoming and diverse environment. All qualified applicants will receive consideration for employment without regard to race, colour, religion, gender, gender identity or expression, family status, marital status, sexual orientation, national origin, genetics, neurodiversity, disability, age, or veteran status, or any other non-merit based or legally protected grounds.

Carya is committed to providing reasonable accommodations to qualified individuals with disabilities in the employment application process. To request an accommodation, please contact People & Culture by email at [HR@caryacalgary.ca](mailto:HR@caryacalgary.ca) in advance of your interview.

The successful candidate must satisfactorily complete a Police Information Check with Vulnerable Sector Search.

Carya – Nurturing the Potential in Every Calgarian

