



Resource Assistance for Youth, Inc.

Role: RaY Navigator
Department: Drop In
Hourly Wage: \$23.50 per hour
Reporting to: Drop in Manager
Schedule: Variable hours, Monday – Friday, with evening work required

About RaY & The Role

Our mission at RaY is to provide youth with what they need, on their terms, to better their lives.

The navigator expedites connection to resources- including harm reduction and addictions supports, and supports inter-program collaboration when youth engage multiple program areas simultaneously. This role works to increase service access, promote safety, and address the complex barriers faced by youth experiencing homelessness, mental health challenges, addictions, and trauma while recognizing the ongoing impacts of colonialism and generational trauma.

What You'll Do:

- Supports inter and intra RaY program- and supports- navigation including Mental Health and Addictions, Housing, Culture, Education and Employment, and Enrichment.
 - Where appropriate, supports navigation towards detox, treatment, and medical supports
 - Participates in collaborative case consultation
- Ensure ongoing reduction of barriers to drop-in itself, and between drop in and other RaY supports and services
- Support effective communication to reduce barriers between programs
- Support good matching of supports and services offered through drop-in through ongoing consultation with participants and identifying and securing appropriate partners and providers.
- With the support of the drop in manager, initiate improvements to flow, collaboration, communication, reliability
- Support ongoing drop in practice development towards the following approaches/practices: Harm Reduction, Trauma Informed, and Person First, and ensure the application of MMIWG lens to operations.

- Supports ongoing community of practice in reducing harms linked to substance use; and preparing for, responding to, and doing aftercare for drug toxicity events with staff and community.
- Support ongoing incorporation of Circle of Courage into Drop In Practice.
- Supports daily drop in operations according to RaY protocols and policies
- Support reliability of supports and services offered through drop in

What You Bring:

- A relevant combination of experience (2-3 years) in an organization serving people experiencing homelessness and/OR a post-secondary degree/diploma in a related field. Lived experience will also be considered relevant knowledge.
- A strong understanding of the intersectionality of complex social issues, systemic barriers, and high-risk environments affecting street-involved youth.
- Demonstrated knowledge of harm reduction principles, crisis intervention, trauma informed practice
- A high degree of awareness of surroundings and the ability to adapt to changing and diverse environments.
- Proficiency in MS Office and general computer skills.

Work Environment & Physical Demands

- Work Environment: This role operates in a high-stress, fast-paced crisis intervention setting. Duties are split between in the community (on foot, in vehicles, home visits) in all weather conditions, as well as in the drop in space.
- Physical Demands: This position requires frequent sitting, standing, and walking. Must be able to lift up to 50 lbs.

Compensation & Benefits

- Starting wage of \$23.50/hour.
- Benefits: RaY provides a comprehensive benefits package to eligible full-time employees, including health coverage, paid time off, and retirement support.
- Contract: This role is offered as a fixed-term appointment through April 2026, renewable according to funding.

Conditions of Employment

- Must be legally entitled to work in Canada.
- Must be able to provide and maintain satisfactory Criminal Record Checks including vulnerable sector check, Child Abuse Registry and Adult Abuse Registry Check.
- Drivers license and clear driving record is an asset.

How to Apply

Please email your resume and cover letter with the position title in the subject line to employment@rayinc.ca

Our Commitment: Resource Assistance for Youth is an organization that respects and values the diversity of its staff and participants. We are committed to equity and inclusion and to building a workforce that reflects the community we serve.

We invite you to self-identify as appropriate on your application, and to read our full Methodology and our Commitment to Diversity, Equity and Inclusion on our website: [Methodology - RaY](#)