



**Canadian Mental
Health Association**
New Brunswick
Mental health for all

**Association canadienne
pour la santé mentale**
Nouveau-Brunswick
La santé mentale pour tous

**Position: Lead, Youth & Family Engagement
New Brunswick Integrated Youth Services (NB-IYS)**

Location: New Brunswick, In-person or Remote, Permanent, Full-Time

About CMHA of NB

The Canadian Mental Health Association of New Brunswick Inc. (CMHA of NB) is part of a nationwide, voluntary organization that envisions a country where mental health is a universal human right. CMHA of NB work is guided by the mission of ensuring that all people in New Brunswick experience good mental health and well-being.

CMHA of NB is STEADFAST and has long fought to improve the state of mental health in New Brunswick, yet acknowledges that the work is ongoing and remains committed to this important task. CMHA of NB is INCLUSIVE and strives for all people in New Brunswick to see themselves represented and served by CMHA of NB. The organization values the voice of those who have experienced mental illness and recognize a diverse range of mental health approaches.

CMHA of NB is PROACTIVE, with leaders who value action over mere talk, and is committed to innovation and forward-thinking to continually address and improve mental health in New Brunswick. Furthermore, CMHA of NB is COMPASSIONATE, approaching its mission with empathy, care, love, and kindness.

CMHA of NB, being COLLABORATIVE, mobilizes and marshals resources, partners, and people to come together to realize necessary changes in our communities and in the mental health system in New Brunswick. CMHA of NB provides a wide range of services and supports to people who are experiencing mental illness, their families, friends, and the public. One of the core goals of these services is to help people with mental illness develop the personal tools to lead meaningful and productive lives.

About NB-IYS:

New Brunswick Integrated Youth Services (NB-IYS) is a provincial network of youth-centred service hubs providing integrated access to mental health, substance use, primary care, peer support, and social services for youth aged 12–25. Grounded in principles of accessibility, equity, and collaboration, NB-IYS is co-designed with youth, families, and communities to ensure services reflect the needs and realities of those they serve.

Why Join NB-IYS

- Opportunity to shape a province-wide model of youth-centred care.
- Meaningful work that centres youth and family voices.
- Collaborative, values-driven environment focused on system change.

Position Summary:

The Lead is responsible for advancing and embedding best practices in youth and family engagement across the NB-IYS network.

This role provides strategic and operational leadership to ensure that youth and family voices meaningfully inform all aspects of NB-IYS, including service design, implementation, evaluation, and system transformation. The Lead establishes and supports provincial advisory structures, builds engagement capacity across regional hubs, and champions inclusive, equity-focused engagement practices.

Working collaboratively with provincial leadership, regional hub teams, and community partners, this position ensures that engagement is authentic, coordinated, and impactful across the network.

Responsibilities:

Provincial Engagement Leadership

- Lead the development and implementation of a provincial youth and family engagement framework for NB-IYS.
- Establish standards, tools, and best practices to guide engagement across the network.
- Ensure alignment of engagement practices with principles of equity, inclusion, reconciliation, and cultural safety.
- Champion meaningful engagement as a core component of service design and system improvement.

Advisory Structures & Co-Design

- Establish, coordinate, and support provincial advisory bodies, including:
 - Youth Advisory Council
 - Family/Caregiver Advisory Council
 - Additional engagement tables as needed (e.g., equity-deserving groups)
- Facilitate meetings, co-design processes, and engagement activities.
- Ensure advisory members are meaningfully supported, compensated, and empowered in their roles.
- Integrate feedback from advisory structures into provincial decision-making.

Network Support & Capacity Building

- Provide coaching, guidance, and tools to regional NB-IYS hubs to strengthen local youth and family engagement practices.
- Support hubs in establishing and sustaining local advisory structures.
- Deliver training and capacity-building initiatives related to engagement, co-design, and lived experience integration.
- Foster a community of practice across hubs to share learning and innovation.

Engagement Strategy & Implementation

- Lead and coordinate engagement initiatives across NB-IYS, including consultations, forums, and co-design sessions.

- Support the integration of youth and family perspectives into provincial projects, policies, and communications.
- Collaborate with internal teams to ensure engagement is embedded in planning, evaluation, and quality improvement.

Advocacy & Representation

- Act as a champion for youth and family voices within NB-IYS governance and decision-making structures.
- Represent NB-IYS in provincial and national engagement initiatives, working groups, and partnerships.
- Promote inclusive engagement approaches that prioritize diverse and underrepresented voices
- Support system and policy advocacy.

Evaluation & Continuous Improvement

- Support the development of evaluation approaches to measure engagement impact and effectiveness.
- Identify emerging trends, best practices, and innovations in youth and family engagement.
- Use data, feedback, and lived experience insights to inform continuous improvement.

Partnership Development

- Build and maintain relationships with community organizations, equity-deserving groups, and system partners.
- Collaborate with Indigenous partners to support culturally appropriate engagement approaches.
- Strengthen connections between NB-IYS and broader provincial and national engagement networks.

Qualifications:

- Undergraduate or graduate degree in social sciences, health, education, or a related field.
- Minimum 3–5 years of experience in youth and/or family engagement, community development, or related roles.
- A combination of education and work experience may be considered.
- Demonstrated experience working within mental health, substance use, or youth-serving systems is preferred.
- Experience developing and supporting advisory committees or engagement structures.
- Proficiency in both English and French languages is mandatory.
- Lived or living experience as a youth or family member navigating services is an asset.
- Experience in integrated youth services or system transformation initiatives is an asset.
- A valid Work Permit is mandatory for temporary residents.
- Residency in New Brunswick (NB) or willingness to relocate is mandatory.
- A new Criminal Record and Vulnerable Sector Check is mandatory.

Core Competencies:

- Interpersonal Relationship
- Networking
- Communication

- Service Orientation
- Self-Development
- Accountability
- Values, Ethics, Integrity
- Equity, Diversity and Inclusion (EDI)
- Financial Acumen
- Flexibility
- Self-Management and Resilience
- Teamwork and Collaboration
- Leadership and developing others
- Strategic Thinking
- Project Management
- Change Management
- Creative Problem Solving & Decision Making

Knowledge, Skills, & Abilities:

- Strong knowledge of youth and family engagement principles and best practices.
- Demonstrated ability to facilitate groups, co-design processes, and collaborative initiatives.
- Ability to build relationships across diverse communities and stakeholders.
- Strong communication skills (written and verbal).
- Experience in training, coaching, and capacity building.
- Ability to work both independently and collaboratively in a dynamic environment.
- Commitment to equity, diversity, inclusion, and reconciliation.

Other Attributes:

- Passionate about mental health advocacy and community well-being.
- High emotional intelligence and empathy in leadership.
- Commitment to ethical and evidence-based practices.

Working Conditions:

- **Work Environment:**

- Travel within New Brunswick will be required.
- Collaborative and team-oriented work culture, with engagement across multiple departments and external partners.

- **Work Hours:**

- 37.5 hours per week.
- Occasional evening and weekend work may be required.
- Flexibility in schedule to balance organizational needs with work-life balance.

- **Physical & Mental Demands:**

- Requires sustained periods of sitting, working at a computer, and attending virtual or in-person meetings.
- Fast-paced environment with multiple priorities, requiring strong time management and decision-making skills.

- Emotional resilience needed when handling sensitive mental health-related topics and high-stakes advocacy.
- High level of accountability, requiring creative thinking and problem-solving.
- **Health & Safety Considerations:**
 - Regular adherence to occupational health and safety policies, especially when attending community sites or working with vulnerable populations.
 - Exposure to emotionally charged situations and discussions, requiring strong self-care practices and support mechanisms.

How To Apply:

- Please submit your resume and cover letter **in one PDF file** to careers@cmhanb-acsmnb.ca.
- CMHA of NB is committed to building a skilled and diverse workforce that reflects the New Brunswickers we serve. As an equal opportunity employer, we actively support workplace equity for all persons, and are committed to including and reflecting the population we serve. CMHA of NB encourages applicants to identify as belonging to one of the designated groups of the Employment Equity Act. Preference shall be given to those who demonstrate they are among the most qualified as stated above. [Employment Equity Act](#)

We thank all those who apply; however, only those selected for further consideration will be contacted.