



**Internal/External Job Posting Multiple Positions**  
**Full-Time Permanent Residents Counsellor/Advocate North/South Location**  
**Full Time Permanent Child and Youth Counsellor/Advocate North/South Location**  
**1-Year Contract Relief Residents Counsellor/Advocate North/South Location**

Interim Place is a dynamic anti-violence organization providing shelter, counselling, and advocacy supports for all women, and two-spirit, genderqueer, trans and non-binary people with or without dependents, who experience, have experienced or are at risk of experiencing any form of violence in the Region of Peel. Interim Place works within a feminist, anti-oppressive, anti-racist, anti-colonial, queer and trans positive, disability positive and harm reduction framework.

We require candidates to fulfill multiple positions: **Full-Time Permanent Residents Counsellor/Advocate, Full-Time Permanent Child and Youth Counsellor/Advocate, 1-Year Contract Relief Residents Counsellor/Advocate.** The Counsellors/Advocates will provide supports for clients and their children based on their needs. Supports can take many forms including but not limited to: risk assessment, counselling and emotional support, outreach support, legal support, housing support, information & referral, accompaniments, and advocacy to clients and their children who are residents of the shelter or are in the community.

**Responsibilities:**

- Provide supports, counselling, and advocacy within a feminist, anti-oppressive, anti-racist, gender inclusion, decolonizing, and harm reduction approach.
- Complete intake, risk assessment and safety planning.
- Provide crisis intervention supports.
- Provide case management supports to clients living in the shelter.
- Provide transition planning & assistance (from home to shelter, shelter to community, shelter to shelter).
- Provide information and referrals to community supports and services.
- Maintain appropriate and accurate file documentation and uphold the confidentiality of clients' files, subject to legal and policy parameters.
- Provide accompaniment to legal, housing, Ontario Works, and other appointments as required to support clients and their children.
- Liaise with schools, daycares, children's services, and other community supports.
- Co-facilitate support/educational groups for clients and their children impacted by violence.
- Assist clients to locate safe, affordable, and permanent housing accommodations.
- Maintain knowledge and understanding of the systemic barriers experienced by clients and their intersectionality of oppressions i.e. Social Housing Reform Act; Mental Health Act; Landlord Tenant Act; O.W. Act, ODSP Act, etc.
- Answer crisis calls and document accordingly.
- Encourage a sense of community in the shelter by facilitating conflict resolution.
- Participate in local, regional, and national committees and activities of relevance to the issue of Gender Based Violence (GBV) as requested or required.
- Conduct public speaking engagements to promote public awareness and foster understanding of the organization, its mission and vision; as well as issues surrounding Gender Based Violence (GBV).
- Utilize computer software including case management database system, Microsoft applications as required.
- Adhere to all Health and Safety Policies and Procedures as outlined by the organization to minimize risks.
- Participate in ensuring 7-24 staffing of shelter; shelter cannot be left unattended.
- Perform other duties as assigned for the effective operation of Interim Place.
- Ensure adherence to all Interim Place Policies and Procedures.

**Qualifications**

- University or college education in a related field, such as Indigenous Studies, Gender and Women's Studies, Sociology, Social Justice, Assaulted Women's and Children's Program, Early Childhood, or the equivalent in education and extensive experience.
- Demonstrated commitment to clients' and their children's issues and working within a Critical Race Feminist, Anti-Black Racism and Anti-Colonialism framework.
- Experience working with clients in areas such as poverty, violence, and homelessness.

- Understanding Gender Based Violence (GBV) as a complex social problem and the intersectionality of sexism, racism, classism, colonialism, homophobia, transphobia, islamophobia, sanism, etc. on clients' and their children's lived experience of violence.
- Proven ability in case management and supportive counselling skills from a decolonizing approach.
- Strong knowledge and experience with Harm Reduction Strategies.
- Demonstrated experience in crisis support and ability to mediate conflict.
- Strong organizational and time management skills.
- Professional communication skills; dedicated to team building.
- Ability to maintain confidentiality.
- Current First Aid and CPR level C training is required.
- 2<sup>nd</sup> language an asset.
- ASL is an asset.
- Must drive clients to appointments and accompaniments and holds a G Driver's License.
- Preference will be given to an Indigenous person.

**Residents Counsellor/Advocate Hours of Work:** 37.5 hrs. per week – Rotating shifts from Mondays to Fridays, mornings from 7:00am - 2:30pm, afternoons from 2:00pm - 9:30pm and evenings from 5:00pm - 12:30am. Also, Non-Rotational shifts from Saturdays to Wednesdays from 5:00pm to 12:30am.

**Relief Residents Counsellor/Advocate Hours of Work:** Rotating Shifts, based on Program needs.

**Child and Youth Counsellor/Advocate Hours of Work:** 37.5 hrs. per week – Non-Rotational shifts from Sundays to Thursdays from 10:30am to 6:00pm.

**Hourly Rate for Full-Time Residents Counsellor/Advocate and Child and Youth Counsellor/Advocate positions:** \$28.69

**Hourly Rate for Relief Residents Counsellor/Advocate position:** \$19.85

Interim Place is committed to the development of an organization that reflects the communities it serves. We actively encourage applications from members of groups with historical and/or current barriers to equity, including:

- First Nations, Métis or Inuit peoples, and all other Indigenous peoples.
- Members of groups that commonly experience discrimination due to race, ancestry, colour, religion, and/or spiritual beliefs, or place of origin.
- Persons of marginalized sexual orientations.
- Persons with visible and/or invisible disabilities.
- Survivors of the psychiatric system/consumer survivors.
- Two-Spirit, genderqueer, trans and non-binary people.

Please send a letter of application and current resume to Interim Place by December 15, 2021 via email at [admin@interimplace.com](mailto:admin@interimplace.com).

**Please include in your cover letter the position that you are applying for.**

*Interim Place is a unionized workplace with OPSEU. This position is within the bargaining unit and as such the terms and conditions of employment are in accordance with the Collective Agreement.*

**Date of Posting:**

December 3, 2020

**Deadline:**

December 15, 2021

