



Internal/External Job Posting Women's Counsellor/Advocates North/South Location

Interim Place is a dynamic anti-violence organization providing shelter, counselling and advocacy supports for women, youth and children experiencing violence in the Region of Peel. Interim Place offers a positive work environment for its employees and service excellence to its clients. We are committed to ending violence against women by acknowledging and addressing the multitude of barriers facing women who have experienced violence and by providing crisis intervention and a range of supports and services. Interim Place works within a feminist, anti-oppressive, anti-racist, queer and trans positive, disability positive, harm reduction framework.

We require 2 Women's Counsellor/Advocate **Full time Permanent Overnight Positions**. The Women's Counsellor/Advocates will provide support for women and their children who are residing in the shelter and who have experienced and/or are experiencing violence. The Women's Counsellor/Advocates will provide support including: assessment, counselling, outreach, information & referral and advocacy to women and their children who are residents of the shelter.

Responsibilities:

- Provide support and counselling.
- Complete intake and assessment.
- Complete risk assessment & safety planning.
- Provide crisis intervention supports.
- Provide case management supports to women 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 women and children.
- Co-facilitate support/educational groups for women and children impacted by violence.
- Assist women to locate safe, affordable and permanent housing accommodations.
- Maintain knowledge and understanding of the systemic barriers experienced by women and the intersectionalities of oppressions i.e. Social Housing Reform Act; Mental Health Act; Landlord Tenant Act; O.W. Act, ODSP Act, etc.
- Answer crisis calls.
- Encourage a sense of community in the shelter by facilitating conflict resolution.
- Ensure adherence to Interim Place Policies and Procedures.
- Participate in local, regional and national committees and activities of relevance to the issue of Violence against Women (VAW) 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 violence against women.
- Participate in community development opportunities.
- 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 risk.
- 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.

Qualifications

- University or college education in a related field, such as Aboriginal Studies, Gender and Women’s Studies, Sociology, Social Justice, Assaulted Women’s and Children’s Program or the equivalent in education and extensive experience.
- Demonstrated commitment to women’s and children’s issues, working within a Critical Race Feminist, Anti-Black Racism and Anti-Colonialism framework.
- Experience in working with women in areas such as poverty, violence, and homelessness.
- Understanding violence against women as a complex social problem and the inter-sectionality of sexism, racism, classism, colonialism, homophobia, transphobia, islamophobia, sanism, etc. on women’s 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.
- Ability to manage many conflicting priorities simultaneously with the ability to prioritize.
- 2nd language an asset.
- ASL is an asset.
- Current CPR and First Aid training is an asset.
- G2 Driver’s License Required

Fulltime Overnight	Hours: 37.5 hrs./week	Wed-Sun	schedule12am-7:30am Rate: \$27.72
Fulltime Overnight	Hours: 37.5 hrs./week	Fri-Tues	schedule12am-7:30am Rate: \$27.72

Interim Place is committed to the development of an organization that reflects the community and women it serves. Applications from Aboriginal Women, World Majority Women/Women of Colour, Lesbian, Gay, Bisexual, Trans and Queer Women, Consumer Survivors and Women with Disabilities are strongly encouraged.

Please send a letter of application and current resume to Human Resources, Interim Place via email at programcoordinator@interimplace.com.
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: March 26, 2019 **Closing Date: April 10, 2019**

