

**We are looking for enthusiastic Relief Residential Support Workers (*Assigned/Fixed Shifts*)
with the drive to make a difference!**

The Organization: Women's Crisis Services of Waterloo Region empowers women and children to move beyond violence by providing safe shelter, education, and outreach services. We operate two emergency shelters for women* and children experiencing domestic violence: Anselma House in Kitchener and Haven House in Cambridge. In addition to providing safe shelter, we offer a free, confidential, outreach program for women who are experiencing domestic violence but do not require emergency shelter. Our organizational leadership is open and devoted to fulfilling our mission; our staff are responsive and caring, and everyone aims to achieve excellence in all that we do.

**WCSWR supports women, transgender and gender-diverse individuals.*

The Position: We are currently seeking candidates to fill casual relief positions.

Position Overview: The Relief Residential Support Worker supports women and children to move beyond violence by providing: crisis line support, safety planning, ongoing assessment, emotional support through one to one and group activities, community referrals/information, discharge planning and advocacy. Workers help women adapt to communal living and facilitate their transition to independence. The Relief Residential Support Worker – ***Assigned/Fixed Shifts*** will work 20 hours every other weekend; i.e. Week 1: Saturday 8:00 am to 8:00 pm and Sunday 8:00 am to 4:00 pm; Week 3: Saturday 12:00 am to 8:00 am and 8:00 pm to 8:00 am. This position may choose to fill additional shifts if desired.

What we offer:

- **Dynamic** workplace culture with a strong sense of team or team-based learning
- Caring, supportive work environment
- Opportunity to expand and develop your social work skills
- On site and off site professional development
- Opportunities to participate in various workshops to further develop skills and knowledge on how to better support women and children
- Workplace Wellness Incentives
- Leadership Development Program available for staff
- Competitive wages

Pay Rate: **\$23.70 as outlined in the UNIFOR Local 302 Collective Agreement *plus 4% in lieu of benefits***

Requirements:

Education Requirements

- BSW and/or MSW from a University of recognized standing. Experience in a related field would be an asset, or related or relevant degree or diploma from a recognized university and/or college. ***Recent graduates are encouraged to apply.***
- Minimum 1 year previous experience working with and advocating for women and children would be an asset.
- Experience in crisis intervention, trauma informed, harm reduction support and advocacy.
- A member in good standing with the Ontario College of Social Workers and Social Service Workers. *If not a member, this must be attained during the probationary period.*

Skill Requirements

- Flexibility and priority setting required to deescalate crisis situations and to manage the multiple demands of the role.
- Ability to provide advocacy, crisis intervention, risk and ongoing assessments would be an asset.
- Possess knowledge of the effects of all types of abuse on both women and children.
- Have a feminist philosophy with an understanding of intersectionality.
- Understands equity and works from an anti-racist and anti-oppressive framework.
- Demonstrated sound judgment and the ability to be decisive in crisis situations.
- Current and informed knowledge of multi-cultural issues.
- Current and informed knowledge of the needs of diverse groups of women and children, such as but not limited to: disability, poverty, sexual orientation and gender identity, survivors of trauma, mental health issues, and addiction issues.
- Ability to work with interpreters would be an asset.
- Working knowledge of current community resources.
- Ability to fluently speak more than one language would be an asset
- Knowledge of conflict resolution practices and negotiation techniques, as well as the ability to facilitate meetings, direct situations and implement rules and guidelines.
- Current knowledge of basic criminal and family law, the *Child and Family Services Act* and related legal issues and resources.
- Be compassionate and self-directed and have the ability to work effectively within a team environment.
- Strong administration, organizational skills and strong computer competency.
- Current First Aid/CPR Certificate.
- The ability to travel and provide own transportation
- Vulnerable Sector Criminal Reference Check.

How to Apply

Please submit cover letter and resume to:

Joyce Birnstihl

Human Resources Manager

700 Heritage Drive

Kitchener, ON N2A3N9

joyce.birnstihl@wcsvr.org

If you require an accommodation under the Ontario Human Rights Code in order to participate in the recruitment process, please contact Joyce Birnstihl.

Women's Crisis Services of Waterloo Region is committed to having a staff composition that reflects the cultural diversity of our community and the diverse population we serve with respect to age, gender, women with disabilities and people with lived experience, including individuals who identify as African Canadian, Indigenous, People of Colour, and LGTBQ2S.

Only those applicants selected for an interview will be contacted.