

Hey you! Yes, you! Do you desire a community that is free from violence and abuse in any of its forms? Do you have a genuine passion to support women and children move beyond violence? Do you possess a feminist philosophy and have an understanding of an anti-oppressive framework? Then we just might have the opportunity for you! Keep reading.

Let's start with the general details

Position: Relief Residential Support Workers

Location: Kitchener (Anselma House) and Cambridge (Haven House)

Status: Casual

Hourly Wage: \$23.94 per hour as outlined in the UNIFOR Local 302 Collective Agreement

So, how do we define a **Relief Residential Support Worker**? The main buckets of work will include;

- supporting 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
- providing community referrals/information, discharge planning and advocacy
- support women to adapt to communal living and facilitate their transition to independence
- the ideal Relief Residential Support Worker would have a flexible schedule, available evenings and weekends.

Given this description we are anticipating the successful candidate would have the following **skills and experience**;

- BSW from a recognized University – preference will be given to MSWs
- SSW from a recognized College with two years' experience in the VAW Sector
- A related or relevant degree or diploma with five years of experience in a related field
- Flexibility and priority setting required to de-escalate crisis situations and to manage the multiple demand of the role.
- Knowledge of the effects of all types of abuse on both women and children.
- Have a feminist philosophy.
- Understanding of an anti-racist and anti-oppressive framework.
- Demonstrated sound judgment and the ability to be decisive in crisis situations.
- Strong organizational and time management skills along with the ability to multi-task.
- Current and informed knowledge of the needs of diverse groups of women and children, such as ability, sexual orientation, gender identity, poverty, survivors of trauma, mental health and addiction issues.
- 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.



- Excellent interpersonal skills, verbal and written communication skills.
- Proficient in the use of computer software.
- Valid driver's license, valid and sufficient insurance coverage and access to a reliable vehicle.

Do you have the following **assets**?

- Experience in providing crisis intervention, trauma informed, harm reduction support and advocacy, risk and ongoing assessments.
- Experience working with interpreters.
- Knowledge of and skills in accessing and utilizing appropriate community resources.
- Valid First Aid/CPR-C Certificate.
- Ability to speak in two or more languages.

We do also have some **general employment eligibility requirements**;

- Vulnerable Sector Police Record Check
- One Step Tuberculosis Skin Test
- Proof of COVID-19 vaccinations

Okay so this role feels like the perfect fit for you. Great! Now what about **the organization?**

Who Are We? Women's Crisis Services of Waterloo Region (WCSWR*) provides emergency shelter to women and children fleeing abusive relationships. We operate two shelters: Anselma House in Kitchener and Haven House in Cambridge. Our facilities operate on a 24/7 basis, **and we pride ourselves in being more than shelter.** We also offer a robust region-wide outreach support program which supports families who are experiencing or have experienced domestic violence. We believe that everyone deserves to live a life free from abuse.

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

So, the job is a fit, the work is meaningful what about **the culture?**

What makes WCSWR a great place to work?

- A full team of staff that are passionate about the cause and about helping others (strong values alignment)
- A culture of encouragement and celebration
- Leaders that are committed to continuous improvement and listen to and act on feedback
- A supportive working environment committed to continuous learning and growth
- Internal programs committed to staff wellness, engagement and development
- Generous total rewards package (health benefits, RRSP, paid time off etc.)

Make a difference while building your career with WCSWR, voted Waterloo Region's #1 Not-For Profit! by "The Community Edition"

As excited about this opportunity as we are?

Please submit your resume and cover letter highlighting why you are excited about this opportunity to ATTN; Human Resources at hr@wcswr.org.

Women's Crisis Services of Waterloo Region welcomes and encourages applications from people who identify as male, Black, Indigenous, 2SLGBTQ+, and all equity seeking community members. We are also committed to a barrier-free recruitment process: If you are selected for an interview please advise if you need accommodation for a disability and we will make every effort to accommodate.

Only those applicants selected for an interview will be contacted.