



## **Women's Support Worker Mo/We Nights**

### **Permanent Part-Time Position**

**Posting Number: HSA21-10**

**Posting Date: March 22, 2021**

**Posted until filled / External posting**

The South Okanagan Women in Need Society (SOWINS) is seeking a Permanent Part-Time Women Support Worker to join our team!

### **ABOUT US:**

Located in Penticton, BC, SOWINS is a registered charitable Society that provides a wide range of services in residential and non-residential settings to individuals who have experienced or are at risk of experiencing abuse. Services include; transitional housing, counselling services, community based victim support services, SAFEXST program for individuals engaged in sex trade, and mobile harm reduction outreach services.

SOWINS's vision is one where all individuals have the ability to make choices to live a safe and healthy life. We strive to work from an intersectional feminist philosophy and support trauma informed practice and harm reduction models.

SOWINS serves a diverse group of people and we aim to maintain a staff group that reflects the diversity. People of diverse backgrounds and cultures are encouraged to apply.

### **ABOUT THE ROLE:**

The Women's Support Worker, creates a welcoming environment for all women (including trans women), youth, and children accessing residential services at the Transition House. The Women Support Worker supports clients to meet their self-determined goals, provides emotional support, safety planning, advocacy and referrals to residents, and contributes to the administrative and facility responsibilities of the House.

Gender is a bona fide occupational requirement of this position: only women (trans, cis), gender diverse, and two-spirit applicants will be considered.

**Schedule:** This is a Permanent Part-Time position, averaging 24 hours per week. Shifts are as follows:

Monday –7:00 pm – 7:00 am – 12 Hours (Night shifts are awake shifts)

Wednesday –7:00 pm – 7:00 am – 12 Hours (Night shifts are awake shifts)

**Union:** This position requires union membership, under Health Sciences Association (HSA).

**Wage:** \$21.92-\$25.53 depending on length of service (HSA Grid 11).

**Benefits:** We offer an excellent benefit package! SOWINS covers 100% of extended health, dental and life insurance premiums. Entitlements to health and welfare benefits, sick leave, vacation are detailed by the General Services Collective Agreement.

**Start date:** ASAP

#### **ABOUT YOU:**

You are a feminist, dedicated to working with women and children. Your definition of woman includes transgender, two-spirit, and intersex women. You understand the impacts of violence on individuals and families. You are familiar with the impacts of colonization, as it applies to Canada, and you understand the impacts of the residential school system, and the 60's scoop. You are sex worker positive.

You are committed to working with a wide variety of women including those who may be experiencing substance use, and/or barriers to mental wellness. You support women in the ways they ask, ensuring their dignity and autonomy is upheld. You support women who choose abstinence, but understand that abstinence is just one option for women struggling with substance use.

#### **QUALIFICATIONS:**

- Proven ability to develop and maintain rapport with women, children, co-workers and stakeholders
- Diploma in a related human, or social service field
- Valid Standard First Aid & CPR Level C Certification
- Non Violent Crisis Intervention Training (NVCIT)
- Satisfactory vulnerable sector criminal record check
- Valid Class 5 driver's license and acceptable current drivers abstract
- Must be physically able to do general household chores; and be able to deal with ongoing crisis situations.

For further information about the Women's Support Worker position please review the [Women's-Support-Worker-Job-Description](#).

#### **HOW TO APPLY:**

Please submit expressions of interest, noting posting number HSA21-10 along with your updated Cover Letter and Resume by email to: [careers@sowins.com](mailto:careers@sowins.com).



## JOB DESCRIPTION

### WOMEN'S SUPPORT WORKER

TYPE: DIRECT SERVICE

PROGRAM: TRANSITION HOUSE – RESIDENTIAL SERVICES

RESPONSIBLE TO: RESIDENTIAL SERVICES PROGRAM COORDINATOR

#### General Description:

The Women's Support Worker identifies client problems, needs and risks to women who have experienced or are at risk of abuse, and their children, in a residential setting. Develops and implements short-term, issue-specific intervention plans within program guidelines. Plans and conducts individual and/or group counselling sessions using basic supportive counselling techniques.

Provides crisis intervention, safety planning and emotional support as well as skill building in problem areas to women and their children in a group housing setting; provides information about the nature of abuse; helps women access housing and other services that will enable them to avoid further risk of violence; participates in public education and prevention activities.

#### General Duties

1. Gathers information relevant to the client's problems, needs and risks by interviewing, observing behavior, and using a variety of inventories, checklists and questionnaires. Reviews the information gathered to identify problems, needs and risks.
2. Develops and implements short-term, issue-specific intervention plans within program guidelines in consultation with Program Coordinator and case consultation with Team Members.
3. Plans, prepares and conducts group or individual counselling sessions using techniques such as active listening, conflict resolution, basic group counselling, and basic psycho-educational group methods to resolve the identified problems, needs and risks using trauma informed practice.
4. Provides skill building in areas such as parenting skills, anger management or self-management techniques.

5. Evaluates the effectiveness of the intervention plan, reports on clients' progress and discussed related concerns with the Program Coordinator in order to resolve identified problems and move towards defined objectives.
6. Outlines service provided by the Transition House and SOWINS. Provides information on and referral to other community service providers, resources and professionals as required.
7. Maintains related records and statistics and provides reports to the Program Coordinator as required.
8. Liaises with and/or promotes the interests of clients with other community service providers, professionals and service providers as required. Accompanies clients to meetings and appointments as required.
9. Participates in staff meetings, training programs and approved work related workshops and seminars.
10. Maintains current knowledge of issues and resources related to abuse and violence.
11. Maintains current knowledge of and complies with all organizational policies and procedures.
12. Ensure housekeeping services such as laundry, housecleaning, grocery shopping and maintaining supplies are completed. Perform minor maintenance.
13. Perform other related duties as required.

### Qualifications

Diploma in a related human / social service field  
One year recent experience in the area of violence against women

Valid Class 5 BC Drivers License with good driving record.

Acceptable criminal record check

Valid First Aid certificate

Must be able to do general household chores; and be able to deal with ongoing crisis situations.

Excellent verbal and written communication skills.

Second Language and / or good working knowledge of cultural diversity an asset

### Behavioural Competencies:

1. Is respectful, non-judgmental and inclusive at all times.
2. Follows through on commitments and obligations.
3. Deals with others honestly and fairly; communicates effectively.
4. Fosters open communications with colleagues.
5. Plans and organizes time effectively and efficiently.
6. Represents SOWINS in a positive and professional manner.
7. Models the Society's Code of Ethics.