



Cowichan Women Against Violence Society (CWAWS)

EMPLOYMENT OPPORTUNITY

Quw'utsun Territory

Posting Number: Internal/External 2025- 0919-6

Posting Date: September 2025

Closing Date: Open until filled

Position Title: Healthy Relationships Co-Facilitator

Reporting Relationship: Program Supervisor (or designate)

Hours & Compensation

- 24 hours per week
- Rate of Pay: \$28.00/hour plus MERC (Mandatory Employment Related Costs)
- Benefits available after successful completion of the probationary period

Program Overview

The **Healthy Relationships Program** is a land-based, relational education initiative delivered to K–12 students across the Cowichan Valley. It is the only youth-centred violence prevention program in the region, offering teachings, stories, and tools that support young people in building respectful, safe, and accountable relationships.

Rooted in Indigenous ways of knowing, trauma-informed practice, and anti-colonial values, the program supports youth in navigating the complexities of growing up in a digital, fast-paced, and often high-pressure world. Facilitators co-create safe learning spaces where youth can explore topics such as bullying, consent, digital safety, emotional wellness, and cultural identity in age-appropriate and culturally respectful ways.

This role involves co-facilitating workshops, contributing to the refinement of program teachings, and expanding the program's reach across public and private schools in the Valley and neighbouring communities. Co-Facilitators receive onboarding and ongoing training supports to ensure confidence and cultural safety in program delivery.



Cowichan Women Against Violence Society (CWAWS)

Why Join Us

- **Shape the Future:** Support youth in developing skills for safe, accountable, and respectful relationships.
- **Work with Purpose:** Contribute to a child- and youth-centred violence prevention initiative grounded in Indigenous teachings and anti-colonial practice.
- **Community Collaboration:** Partner with educators, Elders, and community organizations to strengthen safety and equity.
- **Invest in You:** Access extended health and dental coverage, RSSP contributions, paid time off, and a weekly self-care hour (following probation).
- **Learn & Grow:** Receive dedicated training in trauma-informed facilitation, cultural safety, and curriculum development.

Key Responsibilities

- Co-facilitate interactive workshops for K–12 students across School District 79.
- Deliver teachings aligned with CWAWS' values: relational accountability, cultural safety, and trauma-informed practice.
- Support youth in exploring topics such as emotional regulation, consent, digital relationality, and identity.
- Collaborate with educators, Elders, and community partners to ensure culturally grounded delivery.
- Maintain strong group boundaries and foster inclusive, respectful learning environments.
- Contribute to the development, adaptation, and refinement of program teachings and curriculum.
- Assist in program evaluation to ensure continuous learning and improvement.
- Support youth in identifying harm, creating safety plans, and accessing community supports.



Cowichan Women Against Violence Society (CWAVS)

Qualifications & Experience

- Education/training in a related field (e.g., child/youth care, education, social work, Indigenous studies).
- Demonstrated experience working with children and youth in group settings.
- Strong facilitation and co-facilitation skills, especially with classroom-sized groups.
- Experience working with Indigenous youth and communities.
- Understanding of trauma-informed, anti-oppressive, and anti-colonial approaches.
- Ability to hold space for difficult conversations with care and cultural humility.
- Comfort with topics such as mental health, digital safety, and relational harm.
- Strong communication and teamwork skills.
- Valid Class 5 Driver's License and satisfactory driver's abstract.
- Emergency First Aid with CPR (asset).
- Satisfactory Vulnerable Sector Criminal Record Check.

CWAVS Values & Commitment

CWAVS is committed to equity, diversity, and inclusion. We strongly encourage applications from First Nations, Métis, Inuit, and other Indigenous peoples, as well as individuals from equity-seeking communities, persons with disabilities, and people of all sexual orientations and gender identities.

CWAVS also holds a **human rights special program exemption under the BC Human Rights Code**, which allows us to give preference to Indigenous (First Nations, Métis, and Inuit) applicants for this position.

We welcome applicants who bring lived experience, cultural knowledge, and a commitment to relational healing and community accountability. If you require accommodations during the hiring process, please contact us.

How to Apply

Please send your cover letter and resume to:  humanresources@cwav.org



Cowichan Women Against Violence Society (CWAWS)

We sincerely thank all applicants for their interest. Only those selected for an interview will be contacted.