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Counsellor

Gender-Based Violence Prevention Program

Job Posting

Roots Community Services Inc. (RootsCS) provides culturally-relevant programs and services to empower and inspire individuals, primarily from the Black, African and Caribbean (BAC) communities, to make positive changes in their lives and within their communities. Our aim is to assist our clients by providing pathways for them to achieve their full potential and assist them in finding solutions to improve their health, well-being and quality of life, and to heal from the trauma that inhibits their lives.

The Position

The Counsellor, Gender-Based Violence Prevention, will primarily be responsible for the GBVP program which aims to address and prevent gender-based violence through culturally-relevant and responsive programs to help survivors heal from trauma and develop strong coping skills. The successful candidate will sometimes work at the Safe Centre of Peel, Brampton, and will serve individuals who are referred to the centre as well as from other sources. We work from a client-centred, community-focused and culturally-sensitive and safe framework, using an intersectional, feminist and anti-oppression lens.

Term of work: Full time, Contract to March 31, 2024, with the possibility of renewal

Hours of work: 35 hours a week

Compensation: \$60,000 to \$65,000 annually plus benefits

Major Duties and Responsibilities

These will include but are not limited to:

- Being knowledgeable in a variety of evidence-informed treatment modalities including anti-black racism, anti-oppression and other culturally-sensitive approaches to intervention
- Providing skilled assessment and treatment services to individuals who are suffering from the trauma of abuse, especially women and their dependant children
- Developing, implementing, evaluating comprehensive treatment plans according to client needs
- Collaborating with other professionals and community resources to ensure effective service delivery on behalf of each client
- Having the ability to effectively assess, manage, design, and implement a plan to ensure safety of the client
- Meeting with a diversity of community partners to redress systemic barriers, promoting healthy masculinities, and promoting safety particularly with vulnerable youth.
- Organizing group sessions on a monthly basis comprising seminars/workshops and presentations
- Delivering workshops and webinars to youth to address social inclusion caused by COVID-19 on a variety of topics tailoring them to LGBTQ2S+ and other marginalized communities
- Co-developing strategic engagement opportunities with key partners to build their capacity to respond and prevent GBV, including sexual exploitation and trafficking

- Ensuring the availability of required information for all clients by maintaining concise case records and data in a timely manner
- Using high levels of oral and written communication skills, time management and critical thinking skills with a strong understanding of role boundaries
- Participating in quality improvement and program evaluation initiatives
- Being knowledgeable of and adhering to agency policies and procedures as well as relevant legislation for children's services
- Completing intake referral, initial assessment and evaluation of each client
- Preparing surveys, monthly statistical and summary report of activities
- Working cooperatively and collaboratively as a member of the RootsCS team with Peel CAS, the Safe Centre of Peel staff and other community partners to meet program objectives.

Skills & Qualifications:

- Bachelor's degree in Social Work or related discipline; three years clinical experience or an equivalent combination of education and experience
- Must be registered, or eligible for registration, with a professional college (e.g., OCSWSSW, or CRPO)
- Experience working with women who have been abuse and struggling with the trauma of abuse
- Knowledge of and/or lived experience with sexual exploitation, human trafficking, and /or gender-based violence
- Proven track record in workshop and webinar delivery for diverse audiences and vulnerable community members using an intersectional, feminist-informed, and anti-oppression framework
- Experience with digital platforms and tools for engaging online delivery of workshops
- Understand community resources and legislation of the Ministry of Children, Community and Social Services
- Know and maintain an understanding of sexual exploitation/trafficking, GBV prevention best practice, educational resources, and new policy directives in Ontario and Canada
- Strong understanding of the specialized needs of Black youth who may be experiencing challenges related to anti-Black racism
- Knowledge of and sensitivity to the live experiences and diverse needs, identities and cultural backgrounds of Black families in underserved communities
- Knowledge of the community including an understanding of culture and local programs and services to which to refer Black youth, such as mental health and counselling supports
- Fluency in French is an asset
- Non-judgemental, caring, compassionate and patient
- Interpersonal skills necessary to deal compassionately with families who are struggling
- Excellent administrative, organizational and report writing skills
- Demonstrated computer skills, proficient in MS Word, Excel and databases
- Obtain a clean Vulnerable Sector Check
- Must provide proof of vaccination or approved exemptions and be willing to adhere to any new public health regulations
- Possess a valid Ontario G driver's license, use of a reliable vehicle
- Available to work flexible hours, remotely and in-person as needed.

Please forward your application with a cover letter by email to careers@rootscs.org, with the subject line **Counsellor, Gender-Based Violence Prevention**. Please note that we will be reviewing applications as they are submitted until the position is filled.

We thank all who apply for this position; however, only those candidates selected for an interview will be contacted.