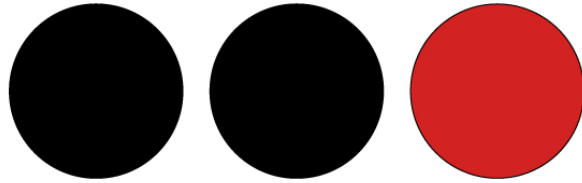




**BATTERED WOMEN'S  
SUPPORT SERVICES**



**Safety Changes Everything**

## **Indigenous Women's Support Worker**

JOIN OUR TEAM

### **Organizational Overview**

At BWSS, we believe that safety changes everything. BWSS provides a matrix of services for advocacy, centering survivors, all while working towards legal and systemic change. Since 1979, with committed staff, volunteers, and an overwhelming community of supporters, we have supported thousands of survivors. With the ongoing growth and development of the organization, through innovation, passion, and commitment our ultimate goal is to end gender-based violence.

### **Job Highlight**

As the Indigenous Women's Support Worker at BWSS, you will undertake a broad mandate that includes social change, to address gender inequalities, through providing feminist decolonizing, intersectional based support services for survivors of domestic violence and gender-based violence.

### **Job Summary**

You will provide feminist-based crisis intervention, emotional support, accompaniment, and legal and systems-based information, safety planning, advocacy, and referrals to girls, femmes, transfeminine and women survivors of violence in intimate relationships, sexual violence and/or criminal harassment. You will use your knowledge and skills to support Indigenous women, Black women, racialized women, and femmes from various communities, providing crisis support services with a wide array of emotional and practical work.

### **You will Be Responsible For...**

- Reporting to the Manager of Indigenous Women's Program, the Indigenous Women's Support Worker delivers direct services, as program demands require, in accordance with the BWSS Statement of Philosophy and Program Standards for Community-based Victim Service Program.
- Providing assessment and referral for survivors of gender-based violence, practical assistance for filling out court or legal system related documents as required.
- Practical assistance for filling out housing applications as required.

- Assisting with overall operation of the Crisis and Intake Line.
- Answering BWSS crisis and intake line.
- Providing crisis support for women, femmes, transfeminine who drop in.
- Developing and facilitating specialized groups and workshops for Indigenous women.
- Assisting with the administration of all record keeping and service delivery obligations of the Community-based Victim Service Program contracts, in keeping with all legal and contractual obligations undertaken by the Society.
- Completing program statistics.
- Program report writing.

### **Community**

- Act as a resource for the community and for BWSS staff.
- Assists with the organization and presentation of direct service related to educational, training and prevention programs in communities.
- Participates in public education and speaking engagements and relevant community committees as it relates to gender-based violence.
- Facilitates communication with other feminist organizations concerned with gender-based violence and anti-oppression.
- In conjunction with the Leadership Team, Executive Director, and Board of Directors, works to develop strong links and good public relations with community agencies.
- Participates in BWSS resource development activities as defined by the Resource Development team and Executive Director.
- Assists with the organization and presentation of direct service related to educational, training and prevention programs in communities.
- Facilitates communication with other feminist organizations concerned with addressing violence against Indigenous women, girls and two spirit survivors.

### **You must have...**

- Minimum two years providing crisis support for Indigenous women who have experienced gender-based violence.
- Knowledge of the criminal, legal and child welfare system and how it relates to survivors of gender-based violence.
- Extensive training and education in a related field.
- Analysis, knowledge, and training in trauma-informed crisis intervention.
- Knowledge of the Criminal, legal and child welfare system as it relates to Indigenous women survivor of gender-based violence.
- Training and education in a related field.

### **You will be Successful if you...**

- You have a strong dedication to supporting survivors.
- You have a strong feminist analysis of gender-based violence and direct crisis intervention experience with survivors using an intersectionality feminist approach.
- You have demonstrated awareness of diverse marginalized communities and ability to work with girls, femmes, transfeminine, and women from various cultural communities.
- You prioritize the mission of the organization.
- You are comfortable working in a fast-paced, high-intensity work environment.
- You strive to create trusting, respectful, and supportive relationships with the Leadership Team, other BWSS staff and volunteers.
- At BWSS, all services and initiatives apply a trauma and violence informed approach to respond to survivors living with complex trauma. Therefore, you take into consideration the impact of trauma and gender socialization on mental wellness including but not limited to eating “disorders,” substance use, and understand harm reduction on the continuum with abstinence.
- You have strong conflict resolution skills and demonstrate ability to work as a member of a team.
- You have satisfactory criminal record checks.

### **Classification**

- Part time position at 32 hours per week, Tuesday to Friday 9 am to 5pm (some evenings may be required) with an hourly rate of \$27.54.
- This position requires union membership.
- Wages and benefits as per the collective agreement.
- Preferential and limited hiring assist BWSS to achieve diverse and equitable representation in the workplace, and to recruit employees whose identities enrich the ways in which we accomplish our mission and serve the community; as a result, preference will be given to Indigenous women.

**APPLICATION PROCESS:** If you seek the opportunity to commit to an organization engaged in making a real difference in the lives of survivors in our community, please send your resume **by 5pm on May 24th, 2024**. Respond via email to: Battered Women’s Support Services [endingviolence@bwss.org](mailto:endingviolence@bwss.org).

No phone calls please.