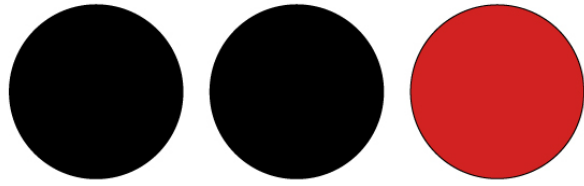




**BATTERED WOMEN'S
SUPPORT SERVICES**



Safety Changes Everything

Women's Support Worker

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've 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 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'll use your knowledge and skills to support women, girls and femmes from various cultural communities, providing crisis support services with a wide array of emotional and practical work.

You'll Be Responsible For...

- Reporting to the Manager of Indigenous Women's Program and Direct Services, the 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.
- Co-facilitating of support groups as needed.
- Assisting with overall operation of the Crisis and Intake Line.
- Providing crisis support for women, femmes, transfeminine and women who drop in.
- Providing safety assessments, safety planning, and support; advocacy and referrals as needed.
- Answering BWSS crisis and intake line.

- Providing direct support to girls, women, femmes, transfeminine, 2SLGBTQ+ survivors of gender-based violence through our BWSS Safety Changes Everything Outreach Program.
- 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.

Outreach

- Providing Street based outreach connecting with girls, femmes and transfeminine and women in person.
- Building/strengthening relationships with the organizations already assisting girls, femmes and transfeminine and women in the identified communities.
- Identifying the gaps particularly around safety and responding to gender-based violence
- Providing immediate crisis response to instances of gender-based violence.
- Providing immediate response around victim services, emotional support, connecting to resources, advocacy, accompaniment to police, hospital, and medical services.
- Building individual and organizational relationships with survivors of domestic violence and gender-based violence who are in the identified communities and who are vulnerable or are at higher risk of experiencing gender-based or sexualized violence.
- Connecting girls, femmes, transfeminine and women with BWSS and community services for ongoing support.

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 consisting of the Director of Clinical Practice and Direct Services, Manager of Indigenous Women's Program and Direct Services, Manager of Community Based-Response, Manager of Advancing Womens Awareness Regarding Employment AWARE, Manager of Development and Social Enterprise, Manager of Research, 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.

You Must Have...

- Minimum two years providing crisis support for girls, femmes and transfeminine, and women survivors of gender-based violence.
- Your definition of woman includes transgender, Two-Spirit, cisgender, intersex, transfeminine and femme individuals. You are sex worker positive. Your analysis and practice grows from an understanding of the impacts of violence within 2SLGBTQI+ communities.
- Knowledge of the criminal, legal and child welfare system and how it relates to girls, femmes and transfeminine, and women survivors of gender-based violence.
- Extensive training and education in a directly related field.
- Analysis, knowledge, and training in trauma-informed crisis intervention.
- Must have a strong knowledge and comfortability, commitment and experience in the DTES community.

You'll Be Successful If...

- 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're comfortable working in a fast-paced, high-intensity work environment
- 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.

Classification

- Part time position at 32 hours per week from Wednesday to Saturday, 9 am to 5 pm (Some evenings are required) with an hourly rate of \$24.48. This position requires union membership.
- 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, Black women, racialized women, women who are disabled, femmes, transfeminine, and women from other equity seeking groups.
- Ability to speak another language an asset

Send a cover letter and resume detailing how you meet or exceed these qualifications to Battered Women's Support Services jobs@bwss.org. This posting will remain open until filled.

No phone calls or messages through social media, including LinkedIn, please.