

## *We're Hiring!*

*Working at Battered Women's Support Services means making real change in the lives of women*

### **Women's Transitions Service Co-ordinator**

**32 hours per week at \$26.75 per hour**

Hours of work Wednesday 12 pm to 8 pm, Thursday 12 pm to 8pm, Friday 9 am to 5pm and Saturday 9 am to 5 pm  
Additional hours and flexibility are required

#### **About Battered Women's Support Services:**

Battered Women's Support Services (BWSS) is a feminist organization which, for over 35 years, has worked towards ending violence against women and girls. Situated within a decolonizing and anti-oppression framework, BWSS acknowledges that violence against women continues to occur due to a multitude of socially structured oppressions, in particular within the context of unequal distribution of power and privilege.

Located in Vancouver, Coast Salish Territories, the organization provides support, advocacy, education, training, and referrals, while working for systemic change throughout Metro Vancouver, within the province of British Columbia, within Canada, and internationally. Although BWSS works with self-identified women of all ages, classes, and cultures, it provides a specific focus on eliminating barriers to service for women who have been historically marginalized, such as Indigenous women, women of colour, women with precarious immigration status, Immigrant and Refugee women, women involved in the sex economies, lesbians, and women with disabilities.

Core service provision includes operation of the crisis line, crisis support and accompaniment, counselling, support groups, an employment program, an outreach program, legal advocacy, victims' services, and specialized support services for First Nations women and Immigrant women. Currently, BWSS responds to over 13,000 service requests annually. All services are provided by trained workers who work from a trauma informed empowerment model and from a feminist, decolonizing, and anti-oppression perspective.

Each year, BWSS works with over 220 women who identify as relying on the sex economies as part of their income and/or survival. Their involvement in the sex economy includes work in massage parlours, performing as exotic dancers, adult film and print work, webcam work, outcall sex work, in-call sex work, and street-based sex work. Their primary reason for accessing BWSS services is due to an abusive/violent partner, boyfriend, husband, and/or pimp. Women will also access the BWSS employment program AWARE in order to receive support to transition from sex economies to other forms of revenue generation.

Mission: Provide critical violence against women prevention and intervention services and programs. Violence against women includes relationship abuse and sexual assault. Programming includes crisis line, support groups, legal advocacy, counselling, employment services, volunteer opportunities, outreach, workshops, and training and advocacy for individuals, community and professionals. Our programs include specialized support for those who do sex work/experience sexual exploitation, Indigenous, youth, Immigrant, senior, and LGBTQ2S communities and those who are homeless or at risk of homelessness and those with severe mental health and addiction presentations.

#### **About the Metro Vancouver Sex Work Exiting, Transitioning and Retiring Consortium :**

Vancouver, Canada has among North America's largest sex worker populations. However, although targeted services have been developed to meet the needs of this population, there are currently no services explicitly and exclusively designed to assist sex workers in transitioning from sex work involvement to other forms of employment. To this end, five local community organizations (AFDS, BWSS, HIM, PACE, and WISH) with extensive experience in providing services to sex workers have come together to form the Sex Work and Transitioning Consortium of

Vancouver (“Consortium”) to develop and implement a transitioning, retiring, exiting program that is responsive to the needs of sex workers in this community.

### **About Transitions:**

Building upon the experience and expertise of these Consortium members, the Transitions program will assist individuals in transitioning from sex work. Transitions will engage diverse groups involved in the sex industry in Metro Vancouver, including: (i) women (trans\* inclusive) involved in sex work; (ii) men (trans\* inclusive) involved in sex work; (iii) survival or street-based sex workers; (iv) Aboriginal sex workers; (v) migrant and immigrant indoor sex workers; and, (vi) survivors of violence and sexual exploitation. The program will engage diverse groups involved in the sex industry in Metro Vancouver through a tiered model of practice and support that aims to reach as many participants as possible wishing to reduce their reliance on sex work and /or transition, retire, exit from the sex industry.

### **Transitions Service Coordinator:**

Transitions Service Coordinators will be housed at their respective Consortium organization and be trained, supported by, and incorporated into their respective Consortium organization’s staff team. In this way, each Service Coordinator will be immersed in the culture of each Consortium organization to provide fluid service delivery consistent with each Consortium organization’s mandate, existing staff, population group, culture, and approach. The BWSS Transitions Coordinator will work with program participants in a holistic and dynamic way throughout all phases of engagement. The Transitions Service Coordinator will work with women, trans-inclusive, involved in sex economies which include work in massage parlours, performing as exotic dancers, adult film and print work, webcam work, outcall sex work, in-call sex work, and street-based sex work, as well as women survivors of violence and sex exploitation and migrant and immigrant sex workers.

### **Key Duties and Responsibilities:**

#### **PRE ENGAGEMENT PHASE**

- works with the BWSS Manager responsible for Transitions and Employment services, to develop BWSS specific Transitions program tools including (but not limited to) intake and assessment tools and process, workshop curriculum, promotional materials, referral processes;
- works within BWSS multidisciplinary team to recruit for Transitions through physical and virtual outreach to support target population of women involved in the sex economies and for ongoing relationship building;
- works with BWSS direct services teams to assist in promotion of the resources, supports, activities and opportunities available through the Transitions Program
- reviews referrals to Transitions and set up formal intake and assessment into the program
- conduct intake and assessments for potential enrollment into Transitions and offer pre/post participant support;
- follow-up with program participants for any future support necessary to ensure a participant’s successful integration into Stage One of Transitions;
- prepares and maintains all statistical records and data collection and submits these to Manager
- identify 3-5 local businesses and/or social enterprises to develop supported employment positions and opportunities as well as supportive and inclusive employment structures for project participants to eventually be placed into (at the end of Stage 3 and in the Post Engagement Phase).

#### **PHASE ONE**

- conduct intake interviews to identify suitability for Transitions and collect relevant personal information and demographics;
- conduct bio/psycho/social needs assessment for participants to identify personal strengths and challenges;



- conduct one-on-one case management with Transitions participants to identify personal barriers and prioritize individual goals to be addressed through the program;
- work with Transitions participants to develop an initial participant care plan that is mutually agreed upon and outlines ongoing activities for Stage Two and Three of the program;
- at as liaison with outreach/support teams to provide wrap around support for each program participant to help ensure success and adherence to the following stages of the program;

## **PHASE TWO**

- provide ongoing case management and one on one support with Transitions participants to address ongoing challenges, overcome barriers;
- facilitate in-house workshops (physical/virtual) for program participants that will include (but not be limited to) life skills (boundaries, self-esteem, effective communication), pre-employment and supported employment skills (resume/cover letter writing, mock interviewing), money management skills;
- make referrals to external groups, programs, services provided by each consortium member organization in order to share relevant expertise and provide wrap around support specific to program participant needs;
- work with program participants to make any revisions to care plans that are deemed necessary for movement into Stage Three;
- liaise with outreach/support teams to provide wrap around support for each program participant to help ensure success and adherence to the following stages of the program
- ensures Transitions is being delivered effectively
- knowledge of labour market and ability to as a liaison with potential employers
- act as an advocate on behalf of program participants
- provide job coaching and onsite support

## **PHASE THREE**

- provide ongoing case management and one-on-one support with program participants to address ongoing challenges, overcome barriers;
- make referrals to external groups, programs, services from agencies outside of the consortium membership that provide wrap around support specific to program participant needs including municipal or provincial employment services, education and/or training institutions;
- work with Transitions participants to address and remaining goals left unfinished on their care plan;
- upon completion of Transitions, co-ordinate a graduation ceremony and invite participants along with their peers;
- ensures Transitions is being delivered effectively

## **POST ENGAGEMENT PHASE**

- organize and facilitate graduation event for successful participants;
- work one-on-one with graduates of the program to develop an individualized aftercare plan to ensure continuity of care;
- make referrals and accompaniments to relevant community resources as identified in the individualized after care plan;
- invite graduates to attend monthly aftercare meetings with their peers in order to share support, experiences, successes and challenges;
- work with outreach and support team to schedule ongoing check-ins with program graduates to assist with continuity of care and support;

- ensures Transitions is being delivered effectively

#### **ALL PHASES**

- maintains effective communication with, and is responsible to the BWSS Manager responsible for Transitions and Employment Services and Program Coordinator.
- maintains collaborative relationships with program organization, staff, volunteers and relevant stakeholders in community;
- regular program check-ins will be held by the Manager responsible for Transitions and Employment Services, Program Coordinator and Service Coordinator to discuss and review the progress of the program, identify emerging trends and progress, discuss participant needs and case management needs and issues, share learnings, share successes and challenges.
- prepares and maintains all statistical records and data collection and submits these to Program Manager
- participates in regular individual and group clinical supervision

#### **Knowledge, Skills and Abilities:**

- synergy with BWSS mission, vision and core values;
- Strong decolonizing and feminist analysis of violence against women
- Demonstrated ability to apply an anti-oppression analysis in a group setting.
- Strong knowledge of components of group work and experience co-facilitating support groups for women survivors of violence/abuse
- Five years of supervised counselling experience (three of those years being trauma related)
- Five years training and education in directly related disciplines.
- Willingness to witness intense emotions and ability to support participants to achieve emotional grounding
- Good organization and time management skills
- Strong conflict resolution and crisis intervention skills
- Strong legal advocacy skills and experience supporting women with the legal issues that arise from relationship violence/abuse
- Well developed communication skills both written and verbal
- direct experience with staff support and program coordination;
- demonstrated level of proficiency in computer programs, statistical reporting, staff scheduling;
- training and experience in conflict resolution, de-escalation, and problem solving;
- demonstrated ability to provide de-briefing, support, mediation, and other related team support;
- ability to co-ordinate/manage differing volunteer/staff schedules;
- experience in sex work and the sex industry is seen as an asset;
- responsible, reliable and consistent, self-motivated individual who is both a team player as well as being able to work on tasks independently of others;
- exceptional ability to be non-judgmental and approachable;
- exceptional proven team-building ability combined with excellent verbal and written communication skills;
- available for flexible working hours;
- clear understanding of and commitment to harm reduction outreach support/services;
- possesses a valid driver's license;
- strong personal self-care plan and support network;
- demonstrated ability to set, adhere and respect healthy personal and professional boundaries;
- well connected across a diverse range of social networks within the women's community;
- working knowledge of the sex work community;



**Safety Changes Everything**

To apply please send cover letter and resume detailing how you meet or exceed these job requirements by 5:00 pm on Wednesday, April 17<sup>th</sup> 2018 to:

**Battered Women's Support Services**  
Email: [endingviolence@bwss.org](mailto:endingviolence@bwss.org)

*This position requires union membership. No phone calls please.*