BWSS Internal and External Job Posting

Indigenous Women's Program Counsellor and Coordinator

Indigenous Women's Program

Full-time: 40 hours per week, permanent
Hourly starting rate: $42.47
Classification: JJEP Grid 14-P, unionized role
Reports to: Director of Clinical Practice and Direct Services
Location: In-person service delivery in Vancouver required
Application deadline: Until filled

Healing Ourselves, Healing Our Communities

Bring your counselling skills, community knowledge, and commitment to Indigenous women's safety to a program grounded in cultural connection and collective strength.

BWSS is seeking an Indigenous woman or femme to provide counselling, facilitate groups, and coordinate our Indigenous Women's Program. Working alongside our Indigenous Elder and a supportive team, you will help create opportunities for survivors to heal, build relationships, access resources, and shape change in their communities.

This position is designated for an Indigenous woman or femme, inclusive of trans women. First Nations, Métis, and Inuit women are invited to apply and self-identify in their application.

Indigenous leadership, established relationships

Since 2004, BWSS's Indigenous Women's Program has been grounded in "Healing Ourselves, Healing Our Communities," through a by-and-for approach that centres Indigenous women's leadership, knowledge, cultural practices, and collective strength. Indigenous women comprise half of BWSS's Board of Directors, bringing Indigenous leadership to the organization's governance and direction.

Our work recognizes the connections between gender-based violence, colonial violence, racism, residential schools, child apprehension, and disrupted relationships with land, culture, family, and community. We honour survivors' knowledge and their right to determine their own paths to safety, healing, and justice.

BWSS was a party with standing at the National Inquiry into Missing and Murdered Indigenous Women and Girls. We continue to advance the Calls for Justice and contribute to organizing and advocacy concerning the National Action Plan to End Gender-Based Violence.

About the role

Reporting to the Director of Clinical Practice and Direct Services, you will connect individual counselling with group work, cultural programming, outreach, and survivor advocacy.

What you will do

Counselling and survivor support

- Provide individual counselling concerning intimate partner violence, sexualized violence, complex trauma, grief, loss, and cultural disconnection.
- Conduct safety and lethality assessments, safety planning, and crisis intervention, with consultation and shared support for high-risk situations.
- Help survivors navigate resources and systems, coordinating advocacy and accompaniment with BWSS colleagues and community partners.

Groups, cultural programming, and events

- Develop and facilitate counselling groups, support groups, talking circles, and survivor education at BWSS and community locations.
- Work alongside the Elder to coordinate teachings, cultural supports, ceremonies, and the weekly evening drum group.
- Organize cultural gatherings, land-based activities, seasonal events, and designated youth and intergenerational activities.
- Respect participants' distinct traditions and choices, facilitating cultural practices within your own knowledge, experience, and recognized responsibilities.

Outreach and community action

- Reach Indigenous women facing barriers to services and strengthen relationships with Indigenous organizations and community partners.
- Invite participants to shape programming and participate voluntarily in collective action.

- Contribute to MMIWG2S+ initiatives, the February 14 Women's Memorial March, and agreed coalition and advocacy work alongside BWSS leadership.

Program coordination and shared learning

- Coordinate intake, appointments, referrals, program schedules, event logistics, and approved expenses.
- Maintain confidential records, gather participant feedback, and contribute to evaluation, reports, and funding proposals.
- Provide workshops and consultation concerning Indigenous survivor support.
- Recruit and support approved Indigenous practicum students and volunteers within an agreed supervision plan.

What you bring

You bring counselling capability, respect for Indigenous women's leadership, and the ability to build relationships grounded in trust and accountability.

- A relevant diploma or degree, or an equivalent combination of education, counselling training, Indigenous knowledge, and community-based experience.
- At least two years of relevant experience providing individual counselling and facilitating groups for survivors of gender-based violence, including Indigenous survivors.
- Skills in trauma counselling, safety assessment and planning, crisis intervention, and suicide-risk response.
- Understanding of colonial and systemic violence and its effects on Indigenous women's lives.
- Experience working respectfully with Elders, Knowledge Keepers, and Indigenous communities.
- An intersectional feminist, anti-racist, decolonizing, and harm reduction approach.
- Ability to provide affirming support to Two-Spirit, trans, and gender-diverse survivors within the program mandate.
- Strong facilitation, planning, documentation, communication, and digital skills.
- A satisfactory criminal record check.

Experience in community organizing, youth programming, service-provider training, or student supervision is an asset.

What we offer

- Permanent, full-time employment: 40 hours per week.
- Hourly starting rate: $42.47.
- Pension: Municipal Pension Plan participation.
- Paid vacation.

- Health and wellness benefits.
- Ceremonial days and professional development.
- Regular clinical supervision, ongoing collaboration with the Elder, and shared support from BWSS counsellors, crisis workers, legal advocates, and other colleagues.
- Protected time for preparation, documentation, outreach, and coordination, with priorities reviewed with your supervisor to support a sustainable workload.

Pension, vacation, and benefits are provided in accordance with eligibility requirements and the collective agreement. This position requires union membership.

Work schedule

Work is in person in Vancouver and at designated community locations. Evening groups and events are incorporated through planned scheduling arrangements consistent with the collective agreement. Occasional approved travel may be required.

How to apply

Please send your résumé to jobs@bwss.org, with “Indigenous Women’s Program Counsellor and Coordinator” in the subject line. Applications will be reviewed as they are received until the position is filled.

We welcome you to describe relevant knowledge and experience gained through employment, community work, education, and training.

For accommodation requests related to the application or interview process, please contact Elsa Guardia, Director of Operations, at operations@bwss.org or 236-878-3702.

We thank all applicants in advance. Only those selected for interviews will be contacted.

BWSS works on the unceded and unsurrendered territories of the xʷməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səlilw̓ətaʔɬ/Selilwitulh (Tsleil-Waututh). We maintain deep relationships with Indigenous communities and organizations across British Columbia and other regions across Turtle Island.