



Violence Against Women (VAW) Positions

Program:	Violence Against Women (VAW)
Salary:	\$53,940 - \$66,437 Grade 8 Bargaining Unit (pro-rated to time worked)
Application Deadline:	April 14, 2017, 5.00pm
File Number:	VAW #9-17 - clearly identify position (1 and/or 2) with cover letter and resume
E-mail:	hrdep@familyservicetoronto.org
Mail:	HR, Family Service Toronto, #202 – 128A Sterling Road, Toronto, ON M6R 2B7 =
Web:	www.familyservicetoronto.org

Position 1: VAW Counsellor, Arabic- speaking

Contract: Permanent part-time – 21 hours per week (0.6 FTE)

Location: Victoria Park Hub, 1527 Victoria Park Avenue

Position 2: Community Facilitator, Arabic-speaking

Contract: Temporary, ending March 31, 2018 - 10 hours per week

Location: Victoria Park Hub, 1527 Victoria Park Avenue

March 31, 2017

Family Service Toronto (FST) helps people face a wide variety of life challenges. For over 100 years, we have worked with individuals and families destabilized by precarious mental health and/or socioeconomic circumstances, to achieve greater resilience and stability in more just and supportive communities. We achieve this through our direct service work of intervention and prevention which includes counselling, peer support and education; knowledge building; and system-level work including social action, advocacy, community-building and working with partners to strengthen the sector.

FST's VAW program, offers an array of services to women of all ages, who have experienced violence and abuse. Reporting to the Manager, Violence Against Women programs. We work from a trauma-informed, feminist framework and advocate for systemic change to improve the lives of women, who have been impacted by violence.

We are seeking applicants for two positions (applicants may apply to either or both):

1. The VAW Counsellor provides individual counselling, educational workshops and psycho-educational and peer groups to women with a specific focus on Arabic-speaking women.
2. The Community Facilitator works within the Healthy Family, Healthy Community (HFHC) program and conducts outreach, provides educational workshops and peer support groups to new immigrant and refugee women of all ages who speak Arabic.

KEY RESPONSIBILITIES

Position 1: VAW Counsellor

- Provide assessment, safety planning, referrals, crisis intervention and ongoing counselling to women, with a specific focus on Arabic-speaking women, who have experienced all forms of abuse and gender-based violence

- Provide safety planning, referrals and crisis intervention to women whose partners are participating in FST's Partner Abuse Response (PAR) program
- Provide culturally competent, trauma-informed, feminist counselling to women from diverse and marginalized populations
- Provide outreach to the Arabic-speaking communities, through networking, educational workshops, consultations and presentations
- Organize and facilitate psycho-educational workshops and groups, on issues pertaining to gender-based violence
- Collaborate with women, survivors and social service workers, to advance the rights of women experiencing violence
- Provide consultations and presentations and engage in networking activities regarding the issue of family violence
- Provide supervision to students and volunteers
- Integrate outcome measurement tools (ORS/SRS) into clinical practice.
- Ensure the regular and timely recording of data as required by the funder(s) and as part of FST policy

Position 2: Community Facilitator

- Conduct community outreach to Arabic-speaking communities
- Working within the Healthy Family, Healthy Community team, participate in the development the HFHC program, to ensure it continues to meet the needs of the Arabic-speaking communities
- Responsible for the recruitment of HFHC program participants
- Supervise and assist in the training of peer leaders, when required
- Provide information, educational materials and referrals to community members, clients and participants
- Organize and facilitate educational workshops
- Supervise and facilitate peer support groups for women
- Provide supervision to students and volunteers
- Ensure the regular and timely recording of data as required by the funder(s) and as part of FST policy

QUALIFICATIONS (for both positions)

- M.S.W. or equivalent combination of education and experience over a minimum five-year period (foreign credentials and relevant experience will be considered)
- Demonstrated experience working with women from a trauma-informed approach, who have experienced gender-based violence as well as a sound understanding and knowledge of issues related to family violence
- Lived experience as an Arabic-speaking woman and a newcomer to Canada
- Demonstrated experience working with newcomers as well as a sound understanding and knowledge of issues related to newcomers
- Good written and verbal communication skills in Arabic and English
- Skilled in crisis intervention, counselling, group and workshop facilitation and advocacy
- Demonstrated ability to provide accurate, detailed clinical assessments and meet deadlines
- Demonstrated commitment to principles of social justice, equity and inclusion
- Extensive knowledge of community resources and supports
- Experience in or knowledge of community development and community engagement strategies
- Demonstrated ability to work in a team and work independently
- Computer literacy and experience with electronic networking and database systems
- Experience using standardized outcome measures to evaluate client service is an asset
- Satisfactory criminal reference check with Vulnerable Sector Search completed within the past 12 months

In accordance with Ontario Human Rights Code, Accessibility for Ontarians with Disabilities Act, 2005, and FST's Equity and Inclusion policy, accommodation will be provided in all parts of the hiring process. Applicants need to make their needs known in advance.

FST offers opportunities for growth in a team-oriented environment, as well as competitive salary and benefits packages. We thank all applicants and will contact the individuals selected for an interview. No phone calls please.