



Breaking Free from Family Violence Worker

Community Services - Kenora, Ontario

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Department Community Services

Employment Type Full Time

Minimum Experience Mid-level

Compensation \$45,000K-56,300K DOE

This position requires the successful candidate to live within the community of Kenora, Ontario to provide services to Indigenous Women and their Families.

ONWA MANDATE

The Ontario Native Women's Association (ONWA) is a not for profit organization that empowers and supports Indigenous women and their families in the province of Ontario. ONWA encourages the participation of Indigenous women in the development of Federal, Provincial, Municipal/Local government policies that impact their lives and ensure issues affecting Indigenous women and their families are heard at key government tables.

ONWA is committed to providing services that strengthen communities and guarantees the preservation of Indigenous culture, identity, art, language and heritage. Ending violence against Indigenous women and their families and ensuring equal access to justice, education, health, environmental stewardship and economic development, sits at the cornerstone of the organization. ONWA insists on social and cultural well-being for all Indigenous women and their families, so that all women, regardless of tribal heritage may live their best lives.

SCOPE:

The Breaking Free from Family Violence Worker(s) will support Indigenous women in a culturally rooted, holistic way, to assist women in navigating through the complex systems encountered when experiencing violence and involvement in child welfare matters. The workers will focus on crisis management and stabilization, awareness and education, planning and goal setting, liaise with service providers and provide conflict resolution support for Indigenous women and their families. They will build dependable, reliable, and trustworthy relationships with women and mothers, while preserving their dignity and promoting a holistic approach among all service providers. This will help ensure the rights of the mother and child are both upheld.

The Breaking Free from Family Violence program will utilize a comprehensive approach to addressing and eradicating violence against Indigenous Women and their children. It will enhance and provide supports across service areas that are designed to meet the unique needs of Indigenous women who are involved with both the child welfare systems and violence against women sectors. It will provide services to Indigenous women, their children, families, and communities by creating wrap around services that meet their cultural, mental, physical, emotional and spiritual needs.

QUALIFICATIONS:

- Post-secondary diploma/degree in social work, Indigenous learning, women's studies with a minimum three (3) years' work experience in community service delivery.
- Knowledge of the child welfare and justice system pertaining to violence against Indigenous women.
- Proven experience in and knowledge of victims' issues surrounding child welfare, violence, crisis management and stabilization.
- Strong communicator - excellent written, oral, and facilitation skills.
- Strong experience in Community Member advocacy with demonstrated experience providing services to Indigenous women, families, and/or communities.
- Strong facilitation skills with the ability to speak to large groups to educate and raise awareness on child welfare and violence issues.
- Ability to create and maintain a confidential, welcoming, friendly and safe environment for Community Members.
- Knowledge of and established relationships with other service agencies, ability to network and create/maintain these relationships.
- Strong organizational/time management skills with an ability to plan define measurable objectives and outcomes and meet objectives in a timely manner.
- Working knowledge of MS Office Software, internet, and general office equipment.
- Must be willing and able to work a flexible working from home arrangement if required. This may include a combination of virtual remote work in your home and in office arrangements. This will be based on operational needs and will be determined by the ONWA.
- Valid G Class Driver's License and access to a reliable vehicle with appropriate insurance.
- Current, valid vulnerable sector criminal records check. Valid 1st Aid/CPR.
- A cellular phone and internet access is required within this position
- Ability/willingness to travel and to work flexible hours.

KEY CORE COMPETENCIES REQUIRED:

- **Inter-cultural Competency Informed** – Understands to incorporate a personal responsibility to increase sensitivity, awareness and implementation of ONWA's cultural teachings and organizational practices in both professional conduct and work related deliverables.
- **Indigenous Gender-Based Analysis Informed** – Understands to incorporate an intersectional approach to gender, race and discrimination and subsequent intergenerational impacts affecting Indigenous women and their families.
- **Trauma-Based Practice Informed** – Understands to incorporate a trauma-informed approach to recognize and respond to all forms of trauma and the necessity of supporting Indigenous women in a culture of tradition and safety in her healing journey.

- She is **Wise Leadership Informed** – Understands to incorporate the Four Agreements within daily responsibilities and combined with ONWA's cultural teachings contribute to the empowerment and leadership of Indigenous women within their communities.

RESPONSIBILITIES - SPECIFIC:

1. Work with, educate and coach Indigenous women involved with the CAS/VAW systems to provide crisis management and stabilization, cultural support, information and system navigation.
2. Empower women to articulate their needs and goals, to advocate for themselves, and assume their roles in their families and community.
3. Work with local service providers in the CAS/VAW and related systems to develop collaborative relationships, partnerships, and protocols.
4. Advocate for and with women and explore how to work with Indigenous women and their families in ways that are more holistic and culturally competent.
5. Ensure Indigenous culture, traditions, and values are included in all aspects of service delivery in a holistic manner and respectful of the Community Member's needs to promote their healing.
6. Establish a network of Elders/Traditional Healers who specialize in certain areas to empower and assist Indigenous women through their journey.
7. Build trust with women and develop a dependable and reliable relationship.
8. Discuss concerns identified by women with relevant service providers to explore possible ways to work more effectively with Indigenous women and their families.
9. Provide cultural and traditional support, through methods such as circles, teachings, ceremonies and Elders/Traditional Healers.
10. Teach/inform Indigenous mothers of their rights, roles and responsibilities.
11. Educate and inform women as they navigate the complexities of the VAW or CAS systems, to ensure they access services they need and learn these themselves.
12. Educate women and empower them and their families through a strengths-based approach that builds upon their resiliency.
13. Share educational material, and wise practices for culturally safe VAW/CAS services that have been developed by Indigenous services and organizations.
14. Demonstrated ability to handle difficult and painful emotional situations and distance oneself from Community Member's problems or emotions, ensuring self-care is at the forefront.
15. Proven ability to ensure confidentiality, and show respect, patience and empathy towards Community Members.
16. Demonstrate strong case management/crisis response/intervention skills/needs/risk assessment skills.
17. Prepare case reports, carefully document information, and maintain accurate case records, draft correspondence, impact statements and program reports, including program evaluation.
18. Maintain accurate logs and up to date Community Member files.
19. Demonstrate initiative and work within established procedural guidelines as needed, liaise with stakeholders and service providers to provide integrated services and/or pertinent specialized information to enhance program effectiveness and Community Member outcomes.
20. Existing connections to and knowledge of local community resources and agencies.
21. Develop/maintain networking with service providers for referrals to assist Indigenous people in securing sustainable housing.
22. Other duties as assigned.

RESPONSIBILITIES – ADMINISTRATIVE:

1. Complete monthly and submit to Manager and/or Director when required
2. Complete quarterly reports on or before the requested due date
3. Complete reports to funders as required
4. Complete and attend supervisions with Manager and/or Director on a regular basis
5. Other reports or admin as assigned.

RESPONSIBILITIES – PUBLIC RELATIONS:

1. Promote the program within the community
2. To adhere to professionalism in representing the organization at all times and maintain good communications.

EXPECTED STANDARDS OF PERFORMANCE:

1. Adhere to the Policies and Procedures as set by the ONWA
2. Representation on committees as required for the enhancement and benefits of ONWA's programs
3. To network and promote ONWA and all ONWA related programs. Maintain good communication
4. Maintain professionalism at all times
5. The completion of functions outlined in the description and the achievement of goals set to a high level
6. Attendance and conduct at work according to the requirements of the Association's Personnel Policy
7. Adherence to the Code of Ethics, and positive relationship building.

AUTHORITY:

To execute duties and responsibilities outlined in this job description.

ACCOUNTABILITY:

The **Breaking Free from Family Violence Family Support Worker** will be directly accountable to Branch Manager for the proper completion of the functions outlined in the job description.

Indigenous Women are particularly encouraged to apply.

We welcome applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.