



## Women's Rural Resource Centre

### Social Worker – Direct Care Team

At the Women's Rural Resource Centre of Strathroy and Area ("WRRC"), we use a feminist, anti-oppressive, trauma-informed framework to deliver prevention, education and crisis support services to women and their families who have been impacted by violence and abuse in rural Middlesex. Our services include a 24-hour helpline and emergency shelter, risk assessment and safety planning, advocacy, system navigation, individual and group healing opportunities, and community development.

We are currently seeking a compassionate and knowledgeable individual to join our Direct Care team to fill the role of a **Social Worker**.

Our team values the integration of diverse perspectives including the Two-Eyed Seeing approach bringing together the strengths of Indigenous and Western ways of knowing. This inclusive approach to service enhances our ability to address the complex needs of our clients and empowers them on their healing path.

Reporting to the *Executive Director*, the Social Worker will use a Two-Eyed Seeing approach and will play a crucial role in providing trauma-informed, culturally appropriate and holistic social services, programs and resources to women who have experienced Intimate Partner Violence (IPV). The successful candidate will be involved in a wide range of social work services with a focus on supporting women and families to increase resilience, improve well-being, thrive in healthy relationships, and achieve stability.

#### **Roles and Responsibilities:**

1. **Two-Eyed Seeing Approach:** Using a Two-Eyed Seeing approach within social services for clients to explore their experiences through both Indigenous ways of knowing and Western ways of knowing. Nurture a safe space for clients to discuss their trauma and healing journey from multiple viewpoints.
2. **Trauma-Informed Counselling:** Utilize trauma-informed and culturally appropriate therapeutic practices to provide individual and group counselling to people who have experienced intimate partner violence (IPV), recognizing the impact of trauma on their whole being; emotional, psychological, spiritual, and physical well-being. Crisis support. Keep detailed client records to provide quality care. Follow WRRC policies and standards of confidentiality and documentation. Ensure all required reports are completed accurately and in a timely manner.



3. **Safety Planning and Risk Assessment:** Collaborate with clients to develop personalized safety plans, conducting ongoing risk assessments to address immediate safety concerns and prevent future harm. Ensure appropriate referrals are completed based on assessments and client needs.
4. **Bio-Psychosocial-Spiritual Assessment:** Strong assessment skills using the BPSS model are essential. The counsellor will conduct comprehensive assessments to understand the factors impacting individuals affected by IPV. They will tailor treatment plans based on biological, psychological, social, and spiritual aspects of trauma, within a trauma-informed framework.
5. **Cultural Humility Promotion:** Advocate for and integrate cultural humility principles into organizational policies, procedures, and practices. Encourage a learning mindset that values humility, openness, and ongoing self-assessment in cross-cultural interactions.
6. **Advocacy and System Navigation:** Advocate for clients within various systems, including legal, healthcare, and social services, to ensure access to resources and support that promote their safety and well-being.
7. **Education Delivery:** Deliver psychoeducation to individuals impacted by IPV, providing insights into trauma dynamics and coping strategies. This information can empower individuals with knowledge about safety planning and available support services, fostering informed decision-making and self-advocacy.
8. **Programming:** Coordinate, support and facilitate Indigenous and/or Western based programming that supports the wellbeing of those we serve. Manage and meet targets. Maintain direct service requirements as per funding requirements. Ensure all required reports are completed accurately and in a timely manner.
9. **Collaborative Teamwork:** Work collaboratively with interdisciplinary team members, including managers, advocates, outreach, and community partners, to provide comprehensive support and advocacy for clients. Attend and actively participate in Direct Care team meetings and case review.
10. **Community:** Contribute to the coordination, planning and enhancement of local services, including those from Indigenous agencies and partners. Act as an advocate. Access and utilize community resources. Attend community events and gatherings where necessary.
11. **Self-Care and Professional Development:** Prioritize self-care and/or spiritual practices. Engage in ongoing professional development and continuous learning in trauma-informed care, Indigenous health, and anti-oppressive practices. Participation relevant workshops, conferences, and supervision sessions is expected.



## **Required Skills and Qualifications:**

### **1. Education**

- a) Master's level education or Bachelor's degree with 2-3 years' direct experience.
- b) Registered with the Ontario College of Social Workers and Social Service Workers.
- c) Demonstrate a deep understanding of Indigenous cultures, values, and history.
- d) Experience working collaboratively with Indigenous communities and integrating cultural practices into therapeutic interventions is an asset.
- e) Awareness of health and wellness issues pertaining to FNIM people.
- f) A solid understanding of the Two-Eyed Seeing approach and a willingness to apply it in clinical practice is an asset. Training or coursework in Indigenous perspectives, decolonization, and reconciliation efforts is also an asset.
- g) Fluency in other languages an asset.

### **2. Experience:**

- a) Minimum 2 years of clinical counselling experience, with specific experience in working with individuals who have experienced IPV and trauma.
- b) Demonstrated experience in group and individual therapy.
- c) Direct experience working with Indigenous families and familiar with cultural-based services, social work, or crisis interventions.
- d) Community work experience with women and families to improve overall wellness.
- e) Extensive training and hands-on experience in various therapeutic modalities.
- f) Previous experience in a trauma-informed care setting is highly desirable.
- g) Indigenous counselling honouring Indigenous knowledge, experience and healing is an asset.
- h) Lived experience considered an asset for applicant who have engaged in their own personal therapy and healing.

### **3. Personal Characteristics:**

- a) A solid understanding of feminism, the women's movement, anti-racism/anti-oppression, and trauma informed practice.
- b) A solid understanding of the Two-Eyed seeing approach – blending Indigenous and Western ways of being to honour the whole person and their interconnectedness to the land and others.
- c) Ability to empathize with the experiences of those who have trauma and provide compassionate support.



- d) Excellent conflict resolution skills; ability to facilitate difficult conversations in a diplomatic manner.
- e) Demonstrated understanding and respect for diverse cultural backgrounds, with the ability to adapt counseling approaches accordingly.
- f) Demonstrated women's advocacy skills, strong case planning skills and effective child/women-centered practice delivery.
- g) Knowledge of the impacts of ongoing colonization, racism, and inequalities of FNIM individuals, families, and populations.
- h) Knowledge of and ability to apply an understanding of FNIM cultural principals and protocols in working situations.
- i) Superior communication, listening and assessment skills.
- j) Adherence to ethical guidelines and professional standards in all aspects of social work practice, ensuring client safety and confidentiality.
- k) Demonstrated organizational and multi-tasking skills.
- l) Good working knowledge of computer office technology and applications.
- m) Ability to work independently as well as within a team with minimal supervision.
- n) Ability to adapt to changing situations in the workplace.

#### 4. **Certifications:**

- a) Current Police Vulnerable Sector Check (PVSC) required.
- b) Valid driver's license and proof of insurance
- c) CPR, First Aid Certification
- d) Additional certifications such as ASIST and CPI are assets.

#### **Working Conditions**

This position may require flexible hours, to accommodate the diverse schedules of the clients the WRRRC serves. This position will primarily be an in-person setting, providing counselling services within a trauma-informed residential program. Phone and virtual counselling services may also be required.

**Job Type:** Full time, Contract until March 31, 2026.

#### **Benefits:**

- Casual dress
- Employee assistance program



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- On-site parking

**Schedule:**

- Day shift
- Evening hours (as needed)

**Application Deadline:** May 19<sup>th</sup>, 2024

If you are passionate about supporting women on their healing journey and believe in the transformative power of trauma-informed care, we encourage you to apply. Together, we can create a community where all women and families can thrive in safety and empowerment.

*Interview dates – May 23<sup>rd</sup>, 2024.*