



Women's Support Worker

JOIN OUR TEAM

One-Year Temporary Part-Time Position

Organizational Overview

At BWSS, we believe that safety changes everything. BWSS provides a matrix of services for advocacy, centering survivors, all while working towards legal and systemic change. Since 1979, with committed staff, volunteers, and an overwhelming community of supporters, we have supported thousands of survivors. With the ongoing growth and development of the organization, through innovation, passion, and commitment our ultimate goal is to end gender-based violence.

Role Title: Women's Support Worker

Role Type: One-Year Temporary Part-Time Position

Role Conditions: 32 hours per week Monday-Thursday 9-5 pm (some evenings may be required). Worksite in person at unpublished location in Vancouver, BC.

Role Summary: As the Women's Support Worker at BWSS, you will join a crisis team within the Community-Based Victim Services program and will undertake a broad mandate that includes social change, to address gender inequalities, through providing feminist decolonizing, intersectional based support services for survivors of domestic violence and gender-based violence.

Job Summary

You will provide feminist-based crisis intervention, emotional support, accompaniment, and legal and systems-based information, safety planning, advocacy, and referrals to girls, femmes, transfeminine and women survivors of violence in intimate relationships, sexual violence and/or criminal harassment. You will use your knowledge and skills to support women, girls, and femmes from various cultural communities, providing crisis support services with a wide array of emotional and practical work.

Role Responsibilities

- Reporting to the Manager of Community-Based Victim Services, the Women's Support Worker delivers direct services, as program demands require, in accordance with the BWSS Statement of Philosophy and Program Standards for Community-based Victim Service Program.

- Providing assessment and referral for survivors of gender-based violence, practical assistance for filling out court or legal system related documents as required.
- Practical assistance for filling out housing applications as required.
- Assisting with overall operation of the Crisis and Intake Line.
- Answering BWSS crisis and intake line.
- Providing crisis support for women, femmes, transfeminine and women who drop in.
- Assisting with the administration of all record keeping and service delivery obligations of the Community-based Victim Service Program contracts, in keeping with all legal and contractual obligations undertaken by the Society.
- Completing program statistics.
- Program report writing.

Community

- Act as a resource for the community and for BWSS staff.
- Assists with the organization and presentation of direct service related to educational, training and prevention programs in communities.
- Participates in public education and speaking engagements and relevant community committees as it relates to gender-based violence.
- Facilitates communication with other feminist organizations concerned with gender-based violence and anti-oppression.
- In conjunction with the Leadership Team, Executive Director, and Board of Directors, works to develop strong links and good public relations with community agencies.
- Participates in BWSS resource development activities as defined by the Resource Development team and Executive Director.
- Act as a resource for the community and for BWSS staff.
- Assists with the organization and presentation of direct service related to educational, training and prevention programs in communities.
- Facilitates communication with other feminist organizations concerned with violence against women and anti-oppression.

You offer BWSS:

- Minimum two years providing crisis support for survivors of gender-based violence.
- Knowledge of the criminal, legal and child welfare system and how it relates to survivors of gender-based violence.
- Extensive training and education in a related field.
- Analysis, knowledge, and training in trauma-informed crisis intervention.
- Knowledge of the Criminal, legal and child welfare system as it relates to Indigenous women survivor of gender-based violence.
- Training and education in a related field.

- You have a strong dedication to supporting survivors.
- You have a strong feminist analysis of gender-based violence and direct crisis intervention experience with survivors using an intersectionality feminist approach.
- You have demonstrated awareness of diverse marginalized communities and ability to work with girls, femmes, transfeminine, and women from various cultural communities.
- You prioritize the mission of the organization.
- You are comfortable working in a fast-paced, high-intensity work environment.
- You strive to create trusting, respectful, and supportive relationships with the Leadership Team, other BWSS staff and volunteers.
- At BWSS, all services and initiatives apply a trauma and violence informed approach to respond to survivors living with complex trauma. Therefore, you take into consideration the impact of trauma and gender socialization on mental wellness including but not limited to eating “disorders,” substance use, and understand harm reduction on the continuum with abstinence.
- You have strong conflict resolution skills and demonstrate ability to work as a member of a team.
- You have satisfactory criminal record checks.

BWSS offers you:

- The opportunity to work with an incredible team of multi-disciplinary specialists who are intentional about fostering a workplace culture that lives its values of Intersectional Feminism, Advocacy, Respect, Education and Empowerment
- An excellent employee benefit package
- Investment in your career through on-the-job training, learning and development opportunities
- Paid statutory holidays
- Generous leave provisions (sick time, special leaves)
- This position requires union membership
- Hourly rate \$\$27.54.
- Wages and benefits as per the collective agreement

Please send a cover letter and resume in (PDF format only) detailing how you meet or exceed these qualifications to Battered Women’s Support Services ending violence@bwss.org. Please include Women’s Support Worker in the subject line. No phone calls or messages through social media, including LinkedIn, please. Please send by November 22, 2024.

BWSS applies a decolonial, intersectional feminist, anti-oppression perspective to provide trauma informed counselling to all girls, women, femmes, gender diverse and transfeminine survivors who are dealing with the impacts of GBV and abuse. Preferential and limited hiring assists BWSS to achieve diverse and equitable

representation in the workplace, and to recruit employees whose identities enrich the ways in which we accomplish our mission and serve the community; as a result, preference will be given to Indigenous women, Black women, racialized women, women who are disabled, femmes, transfeminine, and women from other equity seeking groups.

We provide our services on the unceded and unsundered territories of the x^wməθkwəy^ə m (Musqueam), Skwxwú7mesh (Squamish), and səliwQ ətaʔ/Selilwitulh (Tseil-Waututh)