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Counsellor and Advocate - Diverse Communities Outreach Program

Full-time Position, between 32-35 hours a week, one year contract with potential renewal for up to three more years

About Us - The Sexual Assault Centre Kingston is a non-profit organization dedicated to building a community free of sexual violence and to providing services to all survivors. Serving KFL&A, our services are offered at both our office and at a variety of off-site locations, including in Napanee. Our Centre is eager to reach out to communities in our region that we have historically not in engaged with – notably racialized, migrant, and New Canadian survivors.

Position Summary - In an effort to reach out to more survivors throughout KFL&A we are trying a new program *Diverse Communities Outreach* based on Sexual Assault Centre Hamilton and Area's own program. This position is envisioned as being a mix between both a Counsellor and public educator at our Centre.

As a Counsellor, supporting a caseload of survivors, individual one-on-one sessions, and running groups in collaboration with our Counselling Team. As a public educator and community builder; engaging and supporting racialized, migrant, and new Canadian communities.

This project is new to our Centre and this position will be subject to change and evolution to meet the needs of SAC Kingston and KFL&A.

Required Qualifications

- Bachelors, or equivalent level of education, with a background in social work, psychology, community development,
- 2 to 4 years of counselling experience as well as strong crisis management skills, and/or working in community development with a focus on anti-racist, and migrant people
- In depth knowledge and understanding of the issues prevalent for survivors of sexual violence
- A strong understanding of feminist perspectives on violence against women and gender-based violence, racism and anti-racism, as well as a thorough understanding of trauma theories, and trauma-informed practices
- Experience working with migrant and racialized communities
- Group facilitation skills and experience
- Excellent verbal and written communication as well as computer literate, specifically Microsoft Office and GoogleSuite
- Languages other than English

Ideal, but not required, Qualifications

- Registration, or eligibility, for one of the six professional colleges regulating the practice of psychotherapy in the province of Ontario
- Available for some evening and weekend work
- Valid driver's license and access to reliable transportation

Job Description

This position will largely be responsible for supporting two services of the Centre, Counselling and Support Services, and Public Education. This position will report directly to the Coordinator of Counselling Services and will work with most members of our team through their work.

Counselling and Support (70-80%)

As a Counsellor provide direct support to survivors of all genders of sexual violence by:

- Providing individual counselling and advocacy according to SAC Kingston's counselling guidelines
- Providing individual counselling through approximately 15 one-hour sessions with survivors per week
- Facilitating or co-facilitating group counselling or educational sessions when the need is identified
- Maintaining records of counselling sessions and statistics in accordance with SAC Kingston policies
- Providing referrals for survivors who require services beyond the scope and mandate of the Counselling Program
- Maintaining up to date knowledge on current feminist practices and trends in relation to supporting survivors of sexual violence
- Sharing information with community partners and other organizations when requested and appropriate

Diverse Communities Outreach (20-30%)

As a public educator, working in collaboration with our staff and volunteers:

- Engage, liaise, and build relationships with, KFL&A's New Canadian, and racialized communities
- Facilitate, participate, and lead, in community and public education activities, including workshops, trainings, and outreach efforts
- Building the resources of the Centre to better respond to racialized and New Canadian survivors, and working to increase organizational capacity
- Responding as an advocate to issues pertaining to sexual violence locally throughout the province and country

Compensation

This position will be remunerated \$22-\$25 an hour based upon previous experience. Further, the successful applicant will be eligible for our workplace-paid family health and extended benefits plan at the completion of their probationary period. At the conclusion of their first year, the successful applicant will also be eligible for our workplace-matching pension plan.

As a Centre we place a high emphasis on building a sustainable and healthy workplace. We know that working in the field of sexual and gender-based violence is difficult, and as a result we strive to build a supportive and accommodating workplace.

Process

SAC Kingston is an anti-racist, anti-oppression and feminist organization. We strive to reflect the diversity of the communities we serve, as a result we encourage women of colour, transwomen, aboriginal women, lesbians, and women with disabilities to apply.

In accordance with provisions of Section 23 of the Human Rights Act, SAC Kingston will be accepting applications from woman-identified individuals only.

To apply, please send your cover letter and resume to hire@sackingston.com. Applications will be accepted until Sunday, August 4 at 4pm. Inquiries about this position can be sent to director@sackingston.com.

We thank all those who apply; however we will be only contacting candidates selected for an interview.