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North End Women's Centre Job Posting

NEWC is located on Treaty 1 territory on original lands of Anishinaabeg, Cree, Oji-Cree, Dakota, and Dene peoples, and on the homeland of the Métis Nation. NEWC facilitates opportunities for participants people in healing, wellness and capacity building through diverse community-centred approaches.

North End Women's Centre (NEWC) is committed to inclusion and equity and strives to ensure that our staff team reflects the diversity of the community we serve. Indigenous peoples, Black people and other people of colour, persons with disabilities, persons of minority sexual orientations, gender identities and expressions and persons with relevant lived experience are encouraged to apply and will be prioritized. We are committed to removing barriers to employment that are faced by groups that have been historically, persistently and systemically marginalized and encourage (but do not require) members of these groups to self-identify as such in their cover letters.

If you require an accommodation for the recruitment/interview process (including alternate formats of materials, or accessible meeting rooms or other accommodation), please contact us and we will work with you to meet your needs.

Position: Settlement Support Facilitator

Settlement Support Facilitator is a member of the Community Support team; and provides direct services to the participants of the Settlement Support Program. The Settlement Support Facilitator will provide a welcoming space for newcomers, build relationships, provide support through the Settlement Support Program, and will connect newcomers to their community by providing opportunities for cross-cultural interaction and education.

Qualifications

- While education is important, NEWC equally values applicants that have combined work and lived expertise
- Post-secondary education would be considered an asset
- Knowledge and experience in settlement and adaptation issues including personal experience with immigration and refugees
- Knowledge of the impacts that colonization, residential schools, the 60's scoop, the child welfare system and the genocide of Indigenous peoples, has had on their culture and language and sacred traditions.
- Experience and understanding of Traditional Indigenous teachings and ceremonies.
- Experience working in a community-based organization or/living in the North End area
- Knowledge of working from a trauma-informed, harm reduction, participant centered and anti-oppressive framework
- Fluency in languages targeted by a portfolio (French, Swahili, Lingala, Kirundi, Kinyarwanda, Ga, Twi, Ewe, Arabic, Dari, Farsi, Kurdish, Dzongkha, Karen, etc.) is considered an asset
- Ability to practice from a social justice orientation: harm reduction, pro-choice, social determinants of health, human rights, social development, population health, health equity, trauma informed practice, triple trauma paradigms
- Experience in facilitating groups and workshops with an inclusive approach in working with individuals from diverse backgrounds
- Able to work in a multi-disciplinary environment with respect, professionalism, co-operation, sensitivity, and cultural awareness

- Ability to work within the impacts of the social determinants of health in an effective and non-judgmental way
- Knowledge and understanding of Indigenous cultures, languages, customs, values, and traditions
- Advanced organizational skills with the ability to manage workload and meet deadlines
- Strong communication, interpersonal and facilitation skills
- Excellent interpersonal, written and verbal communication skills
- Ability to work independently and as a team member
- Ability to follow direction and make decisions within the parameters of the job
- Ability to work flexibly in a high stress environment, adapting to the needs of the group/participant
- Knowledge of the resources available in the community to participants experiencing poverty, homelessness, gender-based violence, and/or problematic substance use
- Strong organizational, planning, and time management skills
- Non-judgemental and accepting attitude
- Ability to practice professional boundaries
- Ability to deal with crisis situations in an appropriate manner

Duties and Responsibilities

- Provide group support sessions and one-on-one supports
- Ensure strong partnerships with ethno-cultural community organizations, and other agencies and organizations serving immigrants, refugees, and indigenous peoples in the community
- Provide crisis intervention and de-escalation as required
- Act as an advocate in a variety of systems
- Facilitate and deliver public education, training, workshops and groups
- Providing interpretation and translation or ability to make alternative arrangements for interpretation and translation

Additional Requirements

- Valid Class 5 license and access to a safe and reliable vehicle an asset
- Satisfactory Criminal Record and Child Abuse Registry Check
- Trauma Informed Certificate or willingness to attend training
- ASSIST Suicide Prevention Certificate or willingness to attend training
- Current CPR/1st Aid training or willingness to attend training
- De-escalating Potentially Violent Situations Training or willingness to attend training

Job Status: Full Time, Term (until March 31, 2024 with possibility of extension)

Hours: 37.5 hours/week (days with some evenings/weekends)

Closing Date: Open until filled

Start Date: ASAP

Salary Range C: \$18- \$24 per hour

Resumes and a cover letter may be submitted by email, mail, fax, or dropped off:

Lisa Carriere, Program Manager Fax: 204-415-4672 Email: lisac@newcentre.org

Only those selected for an interview will be contacted. Our hiring process from start to finish typically takes 6 weeks. Our process is as follows: **1.** Position is posted internally and externally **2.** Only candidates meeting the eligibility criteria will be contacted for an interview **3.** The interview panel may include 2-3 members that include the hiring manager and a current front-line staff. **4.** Reference checks will be conducted on the short-listed applicants **5.** Successful applicant will be presented with a Job offer and if accepted will start on a mutually negotiated date.