



Family Support Worker

Date Posted: November 1st, 2017

Competition #: 2017-35

Start Date: As soon as possible

Salary: Grid Level 12 \$19.77 - \$23.04 with a competitive benefits package, including pension.

Hours: Monday – Friday, 9:00am –4:00pm (Some flexibility required according to program needs) Total: 35 hours

Location: Ishtar Administration Office, MCFD Office, and Community visits.

Reports to: Program Coordinator

Job Purpose

The Family Support Worker is responsible for providing and coordinating support, advocacy, referrals and accompaniment for women whose experiences of gender-based violence has led to MCFD involvement. Working in collaboration with MCFD Child Welfare Workers, the overall goal of the Family Support Worker is to assist mothers to increase their families' safety. The Family Support Worker embeds a strong feminist analysis of gender-based violence and intersections with race, culture, class, physical ability, sexual orientation, age and colonization in her practices.

Key Duties and Responsibilities

- Supports mothers to meet both their immediate and long-term goals and needs, recognizing that children's safety is inextricably linked to that of their mothers
- Does risk identification, safety planning, and goal planning, using a woman-centered approach
- Facilitates referrals and connects women and children to resources
- Works as a part of the Ishtar Society team by staying informed, attending scheduled staff meetings and liaising between Ishtar and MCFD
- Keeps informed about women's issues, including gender-based violence, and knowledgeable about feminist women's organizations and resources
- Takes responsibility for a variety of reports, statistical information gathering, program evaluation requirements, etc.
- Takes advantage of in-service training, conferences, classes and related opportunities whenever possible, especially those related to domestic violence
- Adheres to Ishtar policies, procedures, and beliefs



Qualifications

- Bachelor's Degree or Diploma in relevant field and preferred three years' experience working with women experiencing gender-based violence or equivalent combination of education and experience
- Training and excellent skills in conflict identification, resolution, negotiation and mediation required
- Knowledge and skills related to issues including the dynamics of family violence, mental health, addictions and cultural competency
- Ability to develop and sustain respectful working relationships with women and mothers who have experienced gender-based violence as well as colleagues and community partners
- A thorough understanding of the MCFD/Child Protection system and procedures and ability to explain processes to women accessing services
- Ability to understand and adhere to confidentiality, policies and regulations as well as procedures. Ability to be highly discreet, at all times, and to respect women's privacy
- High degree of self-awareness and cultural competence. Ability to adapt approaches to the cultural needs and practices of the family
- A thorough understanding of systems and supports for women and children who have experienced or who are experiencing, violence, including gaps and barriers to services and resources
- Excellent verbal and written communication skills. Ability to speak additional languages is a definite asset
- Current Drivers licence (BC Class 5) and agreement to a driver abstract
- Access to a reliable vehicle – mileage is compensated
- Acceptable criminal record clearance
- Current First Aid and CPR certification with St Johns or Red Cross or affiliates, including infant CPR
- Feminist perspective, empathetic, ability to work independently under pressure, team player

This position requires Union membership.

Please send cover letter, explaining how you meet these qualifications, and current resume to HR Manager: Elizabeth.f@ishtarsociety.org

No phone calls please. Only those selected for interview will be contacted. The posting will close when the position is filled.