



Career Opportunity: SELF-SUFFICIENCY COUNSELLOR

Read this first!

Established in 1973, Interval House is Canada's first shelter for women and children experiencing abuse. We are trailblazers in the campaign for women's empowerment and independence and we provide innovative, specialized, and transformative services that help to break the cycle of intimate partner violence.

Checkout our website for more details, www.intervalhouse.ca

Interval House embraces challenges and changes. The organization values and encourages new opportunities, being a sector leader and colouring outside the lines. We think it's important to ask ourselves the hard questions: Are we doing what we set out to do? Do the programs and services we offer help women become self-sufficient and break the cycle of violence? As the world changes around us, we need to pivot and change. Are there gaps in our services? Should we fill them ourselves?

Why is what we do important?

Leaving an abusive relationship is not the end of the story. Living a full life after trauma requires help and guidance to address all those unique barriers in a society that is not designed for the most vulnerable. Our goal is to be creative and innovative with our programs and services to help address these barriers and empower women to face their challenges with knowledge, skills, and confidence.

What's the job?

The Building Economic Self-Sufficiency (BESS) Program is currently seeking a Self-Sufficiency Counsellor to provide non-clinical, informal, solution-focused counselling for clients who have experienced intimate partner violence, focusing on addressing barriers to employment and fostering personal independence.

This role involves working directly with clients to understand and address the lasting effects of trauma, which can impede their ability to achieve their goals. You will help clients build the confidence, skills and strategies needed to overcome challenges and work towards employability.

To implement this unique program, you will also need to analyze program outcomes and write reports reflecting the challenges and impacts of the services provided. Strong written communication and analytical skills are essential.

Recruiting and assessing clients for program suitability is a key component of the role. You will also have the opportunity to develop and facilitate group workshops that promote self-sufficiency and address common challenges faced by survivors.

This job entails:

- Providing non-clinical, informal, solution-focused counselling to help clients process the effects of intimate partner violence.
- Collaborating with clients to develop individualized case plans that address barriers to employment from a counselling perspective, and foster self-sufficiency.
- Supporting clients in building practical skills such as stress management, problem-solving, goal setting, and communication.
- Maintain accurate documentation and case records.
- Analyzing data and preparing detailed written reports on program outcomes, challenges, and impacts.

Must Have:

- Attitude – Can you take feedback openly and with an attitude of wanting to learn, without becoming defensive?
- Communication skills – Excellent written and verbal communication skills.
- Interpersonal skills – Comfortable interacting with corporate stakeholders, community agencies and clients.

Nice to Have:

- Relevant post-secondary education in social services, humanities, or social studies.
- Experience providing non-clinical, informal, solution-focused counselling to vulnerable populations, ideally survivors of intimate partner violence.
- Facilitation skills for group workshops or training sessions.
- Knowledge and experience related resources and services in Ontario.
- Excellent communication and listening skills.
- Valid CPR/First Aid or a willingness to be trained.

Interval House believes in improving the skills of our staff. Your knowledge and skills will be developed in these areas:

- Understanding the challenges/barriers affecting women who have experienced Intimate Partner Violence (IPV Program planning and implementation).
- Delivery of high-level customer service.
- Risk identification and mitigation.
- Positive interpersonal relations.
- Good judgment and decision-making.
- Analyzing data and preparing written reports, as well as verbal reporting.
- Attention to detail.
- Handling administrative responsibilities.
- Client case management software, Microsoft Word, Outlook, Excel, Access, and Power Point.
- Networking, and outreach activities.

Job Details:

Reports to: The Community Programs Manager.

- Job Type: Full-Time permanent.
- Hours of Work: 35 hours per week.
- Work Arrangement: Possible Hybrid onsite
- Location: Toronto, Ontario.
- Expected Start Date: February 3, 2025

You will benefit from:

- Competitive compensation (minimum \$50,000)
- Paid vacation and sick benefits
- Optional RRSP benefits
- Employer fully paid Group Insurance benefits
- Employee Assistance Program
- Work/Life balance
- Career growth and professional development opportunities

To Apply:

- Email: personnel@intervalhouse.ca
- Attention: Human Resources
- Subject line: **SELF-SUFFICIENCY COUNSELLOR**

Good to Know:

- We thank all applicants and will only contact applicants with the required qualifications and competencies.
- Must have evidence of eligibility to work in Canada and legally fulfilling the requirements of the role.
- All successful applicants must agree to undergo a police vulnerable sector check.
- Interval demonstrates its commitment to employees' health and wellness, diversity, equity and inclusion, does not condone any form of discrimination and workplace violence whether virtual or onsite.
- Interval House does not use internal AI in its recruitment process.