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### North End Women's Centre Job Posting

North End Women's Centre (NEWC) 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:** Indigenous Holistic Counsellor will bring a holistic lens to their work, focusing on the whole person— Spirit, Emotions, Mind, and Body. The Indigenous Holistic Counsellor will provide a participant-led experience that is rooted in Indigenous resilience, spirituality, harm reduction, trauma-informed, and strengths-based practices

#### Qualifications

- Post-secondary degree or certificate in the social services field (other combinations of relevant education and experience may be considered)
- Experience providing drop-in and medium-term counselling to participants who have experienced problematic substance use; trauma; homelessness; and gender-based violence
- Experience in the development, organization, and facilitation of groups and programs for participants of diverse backgrounds
- 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 and the importance of Reconciliation
- Knowledge and experience with a variety of land-based treatment and healing.
- Knowledge of the resources available in the community for participants who have experienced problematic substance use; trauma; homelessness; and gender-based violence
- Knowledge and demonstrated ability to apply cultural humility, pro-choice, trauma-informed care and harm reduction practices and principles in your work
- Experience working in a community-based setting in the North End of Winnipeg and knowledge of inner-city challenges is an asset
- Experience working with participants in a congregate living setting

### Skills and Abilities

- Strong communication skills, both verbal and written
- Ability to work flexibly in a high stress environment, adapting to the needs of the participants
- Basic computer skills and administrative skills
- Knowledge of a variety of different counselling styles and techniques
- Ability to apply harm reduction principles to those with problematic substance use, recovery and relapse prevention planning
- Strong organizational, planning, and time management skills
- Demonstrated ability to work within an anti-oppressive framework with an understanding of how power, privilege, and intersectionality impact experiences of trauma.
- Non-judgmental and accepting attitude; meeting people where they are at
- Ability to deal with crisis situations through de-escalation
- Understanding of and commitment to a trauma-informed, strength-based and solution-oriented approach
- Knowledge and demonstrated ability to apply trauma informed care, cultural proficiency, and harm reduction principles
- Ability to work independently and as a team member
- Ability to follow direction and make decisions within the parameters of the job

### Direct Service Responsibilities

- To provide counselling and case management to participants of the North End Women's Centre.
- To provide crisis counselling on an "as needed" basis to participants from the community
- To create and evaluate counselling plans based on assessing need and goals of participants in consultation with the Program Manager, Clinical Consultant, and /or other Counselling Team members.
- To plan and facilitate/co-facilitate ongoing groups, circles, land-based activities for healing
- To empower participants to advocate for themselves and to advocate on their behalf when necessary
- To assist participants in accessing and connecting to community resources that will help meet their basic needs.
- To provide information, referral, and support to participants as needed.
- To act as a role model for participants modeling healthy relationships, boundaries, and communication.

### Additional Requirements

- Current Criminal Record and Child Abuse Registry Check

Job Status: Full Time until March 31, 2025  
Hours: 37.5 hours/week (mostly days 8:30am-4:30pm)  
Closing Date: April 22, 2024 or until filled  
Start Date: ASAP  
Salary Range: \$25-\$31 per hour

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

Lisa Carriere, Program Manager, 394 Selkirk Avenue; Fax 204-586-9476 Email: [lisac@newcentre.org](mailto: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.