



## Job Posting – Relief Support Worker

Department	Egale Youth OUTreach (EYO)
Reports to	EYO Program Manager
Posting type	Internal/External
Term	Relief/Contract
Level / Salary range	Experience / Entry Level
Location	290 Shuter St
Application deadline	Open until filled
Apply by	<a href="mailto:jobs@egale.ca">jobs@egale.ca</a> – Note Job Title in Subject Line

### Our Organization...

Egale Canada Human Rights Trust (Egale) works to improve the lives of LGBTQI2S people by informing public policy, inspiring cultural change, and promoting human rights and inclusion through research, education and community engagement. Egale's vision is a Canada, and ultimately a world, without homophobia, biphobia, transphobia and all other forms of oppression so that every person can achieve their full potential, free from hatred and bias.

### Our Team...

Our work, individually and collectively, is guided by a set of six commitments which are at the very heart of everything we do:

**Integrity** - We Lead with Integrity

**Diversity** - We Embrace Diversity

**Growth** - We Foster Growth

**Learning** - We are Always Learning

**Collaboration** - We are Stronger Together

**Intention** - We Act with Purpose

### This is An Exciting Opportunity To...

Addressing higher rates of homelessness and suicidality among lesbian, gay, bisexual, trans, queer/questioning, intersex, and Two-Spirit (LGBTQI2S) youth populations has

been a key priority at Egale. Egale Youth OUTreach (EYO) Counselling Centre, which provides a range of services and support that help to stabilize crises and address the needs of youth, up to age 29 identifying as LGBTQI2S.

We are currently seeking a qualified individual to fill the relief position of Support Worker within EYO. Our service is currently staffed 10:00 am-8:00 pm Monday – Thursday, and 10:00 am-6:00 pm on Friday. Support services are available Monday-Thursday 12 pm-8 pm or 10 -6 and Friday 10-6 pm. Hours are subject to change based on program and participant needs.

### Job Description

The Support Worker will provide supports in our drop-in by interacting and facilitating respectful communication with and among the participants, responding to escalating situations between participants if needed. Support Workers are required to support and help with our daily food program.

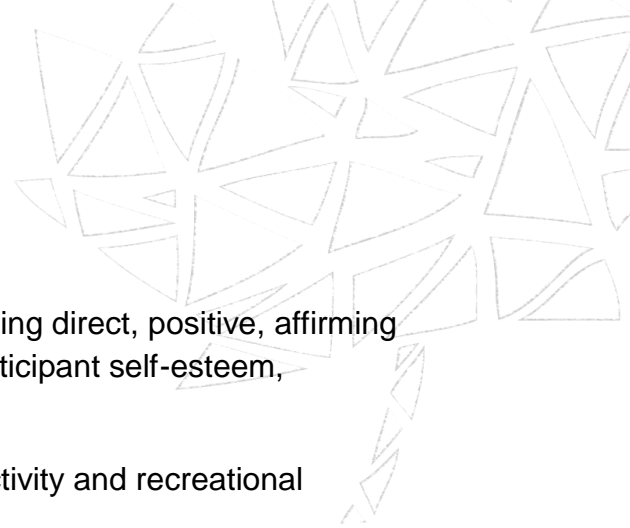
The Support Worker combines lived experience and active listening and engagement skills to offer client-centred and trauma-informed informal counselling, co-facilitating groups, and short-term/follow-up case management where applicable. During open program times the Support Worker works with and reports directly to the Program Manager and/or Service Coordinator and Team Lead. The Support Worker will assist in helping to ensure the supportive drop-in space runs in a safe and organized way.

### Roles and Responsibilities

Utilizing strengths-based, trauma-informed, harm reduction approaches, the Support Worker will:

#### **Program and Participant-related:**

- Assess participant needs, research resources and options for participants, follow up informally with participants working on short-term goal plans.
- In conjunction with the Team Lead and Service Coordinator, help maintain a safe, welcoming, organized and calming space.
- Support the Service Coordinator with tasks at the front such as signing participants in, registering new participants, answering the phone, etc.
- Respond to and/or inform the Team Lead/Service Coordinator at the earliest point regarding potential safety or escalation concerns.



- Support volunteers and students, as well as providing direct, positive, affirming and inclusive support that can help to increase participant self-esteem, confidence and social connections.
- Provide support for group development such as activity and recreational programs if applicable.

#### **Administrative and Operational:**

- Preparation, set up and closing of snacks and drinks area, as well as ensuring cleanup and maintenance of serving area during open program times
- Other tasks, such as grocery shopping, as assigned by the Program Manager and the Service Coordinator

#### **Qualifications**

Candidates must:

- Has knowledge / lived experience with the diverse experiences and identities of LGBTQI2S communities
- Have work or volunteer experience in social service or support settings
- Demonstrate leadership, teamwork and initiative
- Bring an understanding of anti-racist and anti-oppression frameworks; the function of power structures in directly disadvantaging marginalized populations; the interconnected nature of social categorizations such as race, gender identity, class, sexual orientation, and ability; providing care through an equity lens
- Be able to work independently, multitask and remain calm in situations that involve multiple demands

The candidate will ideally also:

- Have post-secondary school education in social services, social sciences or humanities or equivalent experience



## We'd Like You To Know...

Applications will be considered as they are received until the position is filled. While we thank all candidates for their application, only those selected for an interview will be contacted.

Accommodations are available on request for candidates taking part in all aspects of the selection process. If you require an accommodation (including alternate format materials, accessible meeting rooms or other accommodation), please let us know and we will work with you to meet your needs.

### **Egale's Statement on Employment Equity and Diversity**

Egale Canada Human Rights Trust is committed to ensuring that members of traditionally marginalized groups, from a broad range of communities, feel empowered to apply for positions within the organization. We encourage qualified applicants to consider work and volunteer opportunities with Egale as we recognize that a diverse work force and volunteer base are critical to accomplishing our mission. The organization is dedicated to taking proactive steps to overcome historical patterns of discrimination in our society which have created barriers of race, colour, religion, sex, national origin, age, disability, language, class, sexual orientation, and gender identity or expression for some individuals and have resulted in the denial of their full participation in society.

## Join Our Team and Be Part of Our Mission!

To put forward your candidacy, please submit a cover letter and resume to:

**Egale Canada HR Department**

**jobs@egale.ca**

Please specify position title in subject line.