



INTERNAL/EXTERNAL POSTING

ANTI-VIOLENCE SUPPORT WORKER

OUR MISSION: Providing excellence in support, housing, education and community, we work together to restore hope and a future to those overcoming the challenges before them.

The Cridge Centre for the Family strives to be an exceptional employer by providing our staff with support, flexibility, and a workplace that makes a positive difference in our community. Our benefit package is outstanding, and the work environment is positive and supportive. We commit to thorough on-boarding, which includes substantial orientation, complete training, and support as you integrate into our team.

We have implemented a temporary new staffing model for overnight shifts that need covering for a temporary Leave of Absence. The new model is replacing the one 12-hour shift, with two 8-hour shifts, with staggered start and end times and built-in sleep time. The two overlapping shifts/positions are called Shift #1 and Shift #2. This posting is to fill the recently vacant Shift #1 to the end of the pilot project. This position requires union membership, as The Cridge Centre for the Family is a unionized workplace affiliated with the BCGEU.

Title: Anti-violence Support Worker **Department:** Cridge Transition House for Women

Wage: \$29.17 **Grid:** Level 12 (Starting)

Location: Confidential **Closing Date:** November 27, 2024, at 4:00pm

Start Date: December 5, 2024 **End Date:** January 25, 2025

EXPERIENCE

- Minimum 6 months transition house experience and two year's experience in a social services setting.

NATURE OF POSITION:

Incumbents will provide safe, emergency accommodation, support and information for women and children, escaping relationship violence, and also includes day parole service provision for up to two Corrections Canada referrals. A working knowledge of the dynamics of relationship violence, and empowering, client-centered, service delivery is required.

SKILLS AND ABILITIES:

A suitable candidate has the:

- Ability to function effectively within the Constitution and Bylaws of the Cridge Centre for the Family <https://cridge.org/wp-content/uploads/2024/06/By-Laws-September-2022-Certified.pdf>
- Crisis intervention skills and ability to respond effectively to potentially dangerous situations in an unpredictable environment
- Working knowledge of dynamics of family violence
- Ability to deal with emotional trauma and all aspects of abuse including childhood trauma, physical abuse, and coercive control
- Ability to deliver service in non-judgmental, respectful, client-centred, trauma-informed manner
- Ability to be self-directed and perform duties independently
- Appreciation and understanding of the multicultural and diverse nature of the house
- Ability to work cooperatively and collaboratively with a co-worker

OCCUPATIONAL CERTIFICATION

- Must be able to complete criminal record and federal public works screening clearance

PERSONAL SUITABILITY

- Ability to maintain calm and focused in critical and stressful situations
- Ability to respect and support women's choices without judgment
- Ability to maintain healthy personal and professional boundaries
- Willingness for ongoing personal growth and professional development
- Having a moderate level of physical fitness (managing many stairs, lifting laundry bags, cleaning and making up rooms including bunk beds, etc)
- Ability to remain healthy and motivated working a continuous overnight shift schedule.

QUALIFICATIONS

- Undergraduate degree in related social science field or two years related post-secondary education.
- Extensive transition house experience

Act justly. Love mercy. Walk humbly.

VALUED ASSETS:

- Valid drivers' license
- Word processing
- Fluency in a second language

Equal Opportunity Employer Statement

The Cridge Centre for The Family is an Equal Opportunity Employer. We celebrate diversity and are committed to creating an inclusive environment for all employees. As it is a bona fide occupational requirement, this position is open to femme identifying applicants only.

How to Apply

If you are excited about this opportunity and think The Cridge Centre for the Family aligns with your professional and personal goals, we would love to hear from you! Please submit your resume and a brief cover letter to the program manager: Include " Anti-Violence Support Worker Shift #1 " in the subject line. A complete Job description is available from the program manager.

Submit Applications to:

Marlene Goley, Manager of Transition House and Outreach Services

Mgoley@cridge.org

***Sleep time is not guaranteed. Staff will be expected to assist co-workers as needed or work shift awake if working alone.**

NOTE: Priority will be given to applicants who can do all shifts. If there are no applicants for all shifts, then applicants for partial coverage will be considered.

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SHIFT SCHEDULE:

Thursday Overnight:

Shift #1: 11:15pm-7:15am

Starts at 11:15pm on Thursday evening

Goes home Friday morning at 7:15am

*Sleep time: 12:45am-3:45am**

Friday Overnight:

Shift #1: 11:15pm-7:15am

Starts at 11:15pm on Friday evening

Goes home Saturday morning at 7:15am

*Sleep time: 12:45am-3:45am**

Second and fourth Saturdays of the month Overnight:

Shift #1: 11:15pm-7:15am

Starts at 11:15pm on Saturday evening

Goes home Sunday morning at 7:15am

*Sleep time: 12:45am-3:45am**