



Job Opportunity

Gender-based Violence (GBV) Team Lead

Posting Date: September 9, 2024

Closing Date: September 27th, 2024

About Us:

Abrigo Centre is a charitable, not-for-profit agency, located in Toronto. We are an innovative organization delivering a variety of social services with an ongoing commitment to working with clients who have experienced gender-based violence. Working from a trauma informed, anti-racist/anti-oppression framework, the Abrigo Centre team is responsive to client and community social service needs with a focus on strengths, resilience and empowerment. As an agency working towards the elimination of gender-based violence, we are committed through our mission, vision and service provision to continually work towards poverty reduction, breaking the cycle of violence and healthy relationship building.

Summary:

We are looking for a compassionate and experienced Gender-based Violence (GBV) Team Lead to support our dedicated GBV team through leading supervision, team meetings and continuing to develop their own skills through carrying a caseload. The ideal candidate will bring clinical expertise, strong leadership skills and a deep commitment to trauma-informed care. This role is crucial in ensuring that our counselling services are delivered effectively, ethically and in alignment with our mission of empowering survivors of gender-based violence and abuse. This is an opportunity to contribute to our positive and supportive workplace culture while applying your clinical knowledge and expertise as a team lead.

Key Responsibilities:

Supervision and Support

- Provide dynamic clinical supervision to a team of GBV counsellors, ensuring the delivery of high-quality, trauma-informed services

- Conduct regular one-on-one supervision sessions to support counsellors in client case management and professional development
- Lead team meetings, case consultations and debriefing to foster a collaborative and supportive work environment
- Conduct performance reviews in support of continued professional development

Program Development:

- Contribute to the continued development of GBV counselling programs, ensuring they meet the needs of diverse populations
- Continually review documentation and counselling procedures ensuring they meet agency standards
- Collaborate with other internal and external services in support of program and client goals
- Monitor and foster program growth and development, incorporating evaluation and feedback in contribution of program and service excellence

Training and Education:

- Develop and deliver training sessions for staff on best practices in trauma-informed care, crisis intervention and other relevant clinical/counselling practices
- Stay informed of current research and developments in the field of GBV and work with staff to incorporate new knowledge into practice

Client Services:

- Provide direct counselling services to a small caseload of GBV clients
- Manage client concerns, supporting resolution and integrating client feedback into practice and staff development
- Ensure that all services are delivered within client-centered, anti-oppression frameworks of practice

Administration and Reporting:

- Maintain accurate and confidential records of supervision, case consultation and client interactions
- Prepare reports on programming outcomes, staff performance and contribute to funding reports
- Ensure compliance with legal, ethical and organizational standards in all aspects of counselling service delivery

Skills & Qualifications:

- M.S.W. or equivalent education and experience over a five-year period preferred
- Ability to communicate effectively in both Portuguese and English
- Exceptional clinical ability, judgement and understanding of social work ethics
- Knowledgeable of therapeutic and counselling modalities in support of women experiencing gender-based violence

- Excellent understanding of social service and community services and systems navigation especially the impact these systems have on the lives of abused women and dependents
- Excellent understanding and knowledge of issues related to gender-based violence
- Experience working with abused women and children and an excellent understanding of the dynamics of abusive relationships and of the psycho-social aspects and challenges of abuse and of leaving an abusive relationship
- Excellent understanding of the cycle of abuse, stages of change, supporting safety and stability and assessing for trauma treatment
- Knowledgeable in counselling methodology in support of parenting during and after abuse
- Excellent understanding of social service and community services, systems navigation and the impact these systems have on the lives of abused women and dependents
- Excellent crisis management, risk assessment and safety planning skills
- Excellent advocacy and negotiation skills
- Sensitive to the needs of people from diverse cultural and racial backgrounds
- Practices from anti-racist, anti-oppression and feminist frameworks
- Kind and compassionate person who believes in the power of collaboration
- Reflective practitioner who understands how their lived experiences and workplace stress impacts their well-being and has a practical and meaningful self-care plan

How to Apply:

Send your cover letter and resume by email with “**GBV Team Lead**” in the title by September 27, 2024 to: Hiring Committee, Abrigo Centre, at info@abrigo.ca .

The Abrigo Centre is committed to employment equity. Abrigo hires on the basis of merit and is strongly committed to equity, inclusion and diversity within its community. We especially welcome applications from members of racialized groups, persons with disabilities, all religions, persons of diverse sexual orientations and gender identities and others with the skills and knowledge to productively engage with our diverse community.

Abrigo thanks all who submit their resume, however only candidates selected for an interview will be contacted.