



<b>POSITION TITLE:</b>	ANTI-HUMAN TRAFFICKING PROGRAM LIAISON
<b>DEPARTMENT:</b>	SERVICES
<b>REPORTS TO:</b>	SUPERVISOR
<b>CLASSIFICATION:</b>	FULL TIME (5 YEAR CONTRACT)
<b>LOCATION:</b>	WHITBY, ON
<b>POSTING DATE:</b>	MARCH 31 <sup>ST</sup> , 2021
<b>CLOSING DATE:</b>	APRIL 21 <sup>ST</sup> , 2021

Dnaagdawenmag Binnoojiiyag Child & Family Services is a multi-service Indigenous wellbeing agency. We provide a stable foundation for children, youth, and families, through wraparound services that are culturally based, and family focused.

### **PURPOSE OF THE POSITION**

The Anti-Human Trafficking Program Liaison reports to the Supervisor and is responsible for supporting Indigenous community members who have been impacted by sex trafficking or are at-risk of being targeted. This position will aid these individuals with navigating and gaining access to services with particular attention to those focused on supporting Indigenous Peoples, to ensure safety, security and equitable access. The Anti-Human Trafficking Liaison will work collaboratively with community-focused anti-human trafficking organizations to address the short and long-term needs of Indigenous survivors of human trafficking. This position will build the framework that helps service providers deliver dedicated and specialized supports, prioritizing survivor-led programming and services for vulnerable and at-risk children, youth and adults.

### **RESPONSIBILITIES**

- Research and development of community needs assessment and environmental scan to assess community needs and develop partnerships within the community.
- Building connection and safety with community through street outreach.
- Providing culturally grounded safety planning, crisis intervention, harm reduction, supportive counselling, and transitional support.
- Providing accessible, culturally based support and interventions to help Indigenous youth establish and maintain balance in their lives.
- Providing awareness and psycho-education training on trafficking to frontline staff and community partners.
- Promote anti-racist, anti-colonial interactions with sex trafficked children and youth that are culturally safe and include connecting them to Indigenous led programs and services.



- Developing protocols, policies and best practices with child and family wellbeing teams to best support youth at-risk of or interfacing with sex trafficking.
- Developing partnerships with Indigenous and non-Indigenous agencies (i.e. Native Child & Family Services of Toronto, Durham Children's Aid Society, Durham Regional Police Services).
- Collaborate with local First Nation and urban community agencies:
  - Participate in case conferencing with local agencies;
  - Provide educational workshops and presentations;
  - Participate in inter-agency working committees (i.e. Children at Risk of Exploitation (CARE) Units Advisory Group); and,
  - Ensure ongoing contact with local service providers including schools and health providers.
- Administer the Anti-Human Trafficking Program:
  - Maintain confidential records of client sessions and contacts;
  - Create and maintain current and accurate records of the number of clients served;
  - Create and maintain records on community presentations and workshops;
  - Secure the confidentiality of all client interactions and records; and,
  - Provide quarterly reports on the number of individuals and families served

### **OTHER DUTIES**

- Performs other duties as assigned.

### **POSITION REQUIREMENTS**

#### **Education and Experience Requirements:**

- Bachelor of Social Work or related field with 1-2 years' experience working in a social services environment is preferred; or,
- A post-secondary diploma related to education or social services with two years' experience in providing supportive counselling services to children, youth and their families is required.
- Experience working within Child Welfare and/or Indigenous Child-Wellbeing setting would be considered an asset.
- First Aid & CPR
- Mental Health First Aid
- Applied Suicide Intervention Skills Training
- Non-Violent Crisis Intervention Training

#### **Knowledge Requirements:**

- Understanding of human trafficking, sex trade and its various stages; including choice, coercion and control.
- Understanding of unique needs of LGBTQ2S+ youth and community.



- Understanding of harm reduction model.
- An excellent working knowledge of the Child, Youth and Family Services Act and other pertinent legislation, Ministry standards and guidelines, Dnaagdawenmag Binnoojiiyag Child & Family Services policies, directives and procedures.
- Needs and risk assessment process and best practices.
- Substance abuse/addictions and resources available to vulnerable and at-risk populations.
- An understanding of crisis management and the ability to deal with life-threatening situations including the prevention of suicide.
- Case management and confidential record-keeping practices.
- Program creation, management, delivery and evaluation.
- Extensive proficiency using computers and standard computer software programs (e.g. Excel, Word, Outlook, Publisher, PowerPoint, etc.).
- Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit and Métis Communities we service.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the Sixties Scoop upon them is essential.

**Ability Requirements:**

- Analytical skills to identify and resolve problems. Assess the needs of our children and youth, formulate recommendations and develop appropriate plans.
- Conflict resolution and crisis intervention skills to determine the degree of risk to a child or youth, defuse potentially hostile situations and take appropriate action to reduce the risk accordingly.
- Effective counselling skills to address concerns that may arise and provide effective supports to our children and youth.
- Excellent verbal communication skills in order to interact with clients, all levels of Dnaagdawenmag Binnoojiiyag Child & Family Services staff and management and community professionals.
- Good written communication skills to document information in a clear, concise and accurate manner.
- Organizational skills to prioritize tasks, be self-initiating and work independently.
- Excellent interpersonal skills to liaise with community professionals, First Nations Designated Persons and community representatives and other Dnaagdawenmag Binnoojiiyag Child & Family Services staff. Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit and Métis Communities we service.
- Demonstrate good decision making in dealing with safety concerns and with aggressive and/or intoxicated clients, if required
- Public relations and presentation development/facilitation.



- High level of resilience and emotional intelligence.
- Ability to work cooperatively as part of a team identifying and utilizing individual strengths.

### **Mandatory Requirements:**

- Must be willing to work flexible hours including weekends, evenings and holidays as required.
- Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS).
- Able to provide a safe vehicle for use on the job, an acceptable Driver's Abstract, evidence of a valid Ontario Driver's License and of Personal Liability & Property Damage insurance coverage for at least \$2,000,000.00.

### **ACCOUNTABILITIES**

The employee is required to have a good working knowledge of all laws, rules, regulations, policies and procedures, as well as the Regional Protocol which impact on the employee's specific responsibilities. We undertake to make decisions, as required, which are consistent with these and then to act in a manner which provides quality services to children, youth, families and communities.

### **WORKING CONDITIONS**

- You will be provided a working location within your region by the Organization.
- Travel within the catchment area will be required.

### **SALARY RANGE**

- \$58,465.73 - \$74,300.55, depending on qualifications and experience.

### **TO APPLY**

- Please email the following to [careers@binnoojiiyag.ca](mailto:careers@binnoojiiyag.ca)
  - Application for Employment (available at [www.binnoojiiyag.ca](http://www.binnoojiiyag.ca))
  - Please indicate preferred location in your application
  - Cover letter outlining why you are the most qualified candidate for this role including your experience working directly with First Nations, Inuit and Métis Peoples, Communities and Organizations.
  - Resume (include 3 work related references)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis and those with close affiliations.