

Resilience Coach & Supervisor

Employer: Ontario Aboriginal Housing Services

Posted: 11 months ago

Closing Date: June 14, 2023

ES Job ID: 14321

Location: Sault Ste. Marie

Sector(s): Social Services

Duration: Full Time

Salary: 64200

Job Description:

Position: Resilience Coach & Supervisor

Closing: Posting will remain opened until filled

Term: Permanent Full Time (35 hours per week)

Salary Range: Starting wage between \$64,200 and \$75,400 based on experience and qualifications. Maximum compensation for this position is \$86,600 per year. Compensation is based on a 35-hour work week.

Our Vision is "to lead the design, development, and delivery of sustainable and culturally appropriate housing that promotes excellence in the Indigenous community and organizational infrastructures."

We are currently seeking a Resilience Coach & Supervisor for our office located in Sault Ste. Marie, Ontario. We are currently seeking a Resilience Coach & Supervisor for our Sault Ste. Marie location. Reporting to the Acting Director of Supportive Housing, the successful applicant will be an integral member of the Mkaana'aa wii-giwe'aad - "Finding their way Home" program team responsible for providing initial and ongoing counselling delivered with an Indigenous trauma-informed and client-centered approach.

Compensation:

In return for your ongoing excellent performance, strong work ethic, and commitment to our vision, mission, values, strategic plan, and the people we serve, Ontario Aboriginal Housing Services offers a comprehensive compensation package. This comprehensive compensation package includes:

- Challenging and fulfilling work; an inclusive and supportive team; and a work environment steeped in and guided by Indigenous culture;
- Comprehensive medical & dental benefits + company vehicles available for fieldwork;
- \$1000 Health Spending Account + \$1000 Wellness Spending Account per employee
- Additional paid holidays (in addition to statutory holidays) include Louis Riel Day, National Indigenous Peoples Day, Remembrance Day, Easter Monday and Family Day;
- Opportunity for cultural, educational, and other approved leaves;
- Supported training opportunities for personal and professional development while reciprocally enhancing organizational capacity;
- A competitive salary in the pay band B7 -starting wage is between \$64,200 and \$75,400 based on experience and qualifications. Maximum compensation for this position is \$86,600 per year. Compensation based on a 35-hour work week.

Duties and responsibilities will include, but not be limited to the following:

- Support the OAHS mission and vision and making significant contributions to the achievement of the corporate strategic plan;
- Contribute to the achievement of the Mkaana'aa wii-giwe' aad Program;
- Assist with the delivery of the Mkaana'aa wii-giwe'aad Program according to specified policies, procedures and

program guidelines;

- Assist with the development of program policies, standard operating procedures and program guidelines;
- Intervene effectively with individuals utilizing best practices, trauma-informed, client centered and cultural sensitivity approaches;
- Provide psychosocial interventions and crisis counselling;
- Develop individual care plans, mental health support, relapse prevention, harm reduction, and provide trauma support to individuals requiring counselling to address barriers to success;
- Work alongside the Director of Supportive Housing to promote team cohesion, share learnings and crisis situations
- Work with team, including Director of Policy and Director of Programs to monitor, adapt, and grow the Mkaana'aa wiigiwe'aad Program;
- Supervise, coach and direct staff to promote positive social outcomes;
- Assist in training development and collaborate responsive training needs for team;
- Complete assessments, treatment planning and implementation and harm reduction safety plans;
- Inform and support the Director of Supportive Housing in case conferences with Case Managers regarding components of client's individualized journey plans;
- Assess client needs and makes recommendations to team;
- Provide culturally appropriate service to a diverse range of clients;
- Identify and introduce culturally relevant supportive services that contribute to personal wellness;
- Act as an educational and support resource to the Mkaana'aa wii-giwe'aad team;
- Work with traditional resource people and Elders to provide traditional wellness/healing;
- Participate in, along with development and implementation of team meetings;
- Enter data into computer system and provide monthly data reports as required;
- Maintain appointment calendars, coordinate schedules, assist with staff meetings, teleconferences, seminars and or training sessions;
- Prepare correspondence including reports, spreadsheets, graphics, presentations, emails, and letters as required;
- Provide routine program information as required;
- Works closely with all OAHS staff; and
- Other duties as required.

Required Skills:

To qualify for this role, the successful candidate will have the following qualifications and skills:

- Knowledge of and an appreciation for Indigenous cultures and demonstrated values that focus on assisting people;
- University degree in Social Work, Counselling, Psychology, or related field and/or a combination of education and related experience;
- Eligible for membership with a professional association such as the Ontario College of Social Workers and Social Service Workers, College of Registered Psychotherapists of Ontario, or the College of Psychologists of Ontario;
- Previous experience working with individuals experiencing homelessness;
- Previous supervisory experience;
- Experience and knowledge in mental health, addictions, and trauma;
- Demonstrated crisis intervention, counselling, conflict resolution, and advocacy skills;
- Knowledge in Word, Excel, Power Point, Publisher, Databases, Accounting Systems, Project Tracking Software and or specific experience with Business Management Systems would be considered an asset;
- Have a strong background and understanding of Indigenous history, homelessness, mental health and addictions, and trauma.
- Ability to communicate professionally using multiple channels with a variety of stakeholders both internal and

external to the organization;

- Strong interpersonal skills and demonstrated ability to contribute to achievement of team goals;
- Strong ability to work both independently and as a team member with a strong desire for continuous performance improvement;
- Strong understanding and appreciation as to how safe, affordable housing contributes to quality of life and serves as a stable foundation

Requirements:

Conditions of employment:

- Ability to travel as required (moderate);
- Ability to work varying hours/days, if required;
- Valid CPIC clearance (Criminal Records check);
- Current References;
- Must be Bondable, if required; and
- Current, valid Ontario Driver's License and safe driving record (preferred);
- \$2 million liability insurance when supporting clients.

How to Apply:

PLEASE APPLY ON OUR CAREERS PAGE:

<https://careers.risepeople.com/ontario-aboriginal-housing-support-services-corporation/en>

Ontario Aboriginal Housing Services welcomes and encourages applications from people with disabilities.

Accommodations are available on request for candidates taking part in all aspects of the selection process.

Ontario Aboriginal Housing Services also welcomes and supports diversity including those who identify as 2SLGBTQQNBIA+. In meeting the objectives and vision of the organization, preference will be given to qualified individuals of First Nation, Métis, or Inuit ancestry, and are asked to self-identify on their cover letter.

Please note that you are encouraged to apply early as interviews will be scheduled as applications are received. We thank all candidates who choose to apply, however, only those selected for an interview will be contacted.

For the Health and Safety of employees, all new employees are required to be fully vaccinated against COVID-19 as a condition of being hired by OAHS. For clarity, fully vaccinated means two doses of the COVID-19 vaccine and that at least 14 days have elapsed since completion of your vaccine series. OAHS will require proof of full vaccination prior to an employee's start date.

OAHS' requirement that successful applicants be fully vaccinated is subject to any accommodation obligations it may have under the Ontario Human Rights Code.