



JOB POSTING

Phase 1 Individual Support Worker

Part-Time, Term Position: 0.2FTE (7hrs/week), Term Ends July 14, 2025

- Hours:** Part-time Position: 0.2FTE (7 hrs/week)
Rate: \$26/hour
Duration: Three-year term position – ends July 14, 2025
Location: Ottawa region
Deadline: Applications due by Monday, October 17, 2022, 9am EST

Amethyst Women's Addiction Centre is looking for an Individual Support Worker responsible for providing support (e.g., outreach, case management, crisis support, and short-term counselling) to our Phase 1 clients. Other activities may be negotiated with our treatment team as required. This position also requires collaboration with our Intake Coordinator to track up-to-date information on client status and participation.

Amethyst is a feminist modified collective and as such, there is no hierarchical management structure. The board of directors is the employer and participates collaboratively with staff in management responsibilities. The successful candidate must be reliable, organized, and have strong people skills, crisis-management skills, and counselling skills.

WHAT YOU WILL DO

Direct service to clients:

- individual support (e.g. outreach, case-management, crisis support, and short-term counselling) for women-identified and gender diverse folks seeking help for problems related to addiction
- maintenance of current and accurate documentation, as required
- liaison with other professionals (both internally and externally) regarding services to clients

Participate in a strong, thriving collective, and advance our core values:



- engage with clients and the public from a trauma-informed approach to addiction and mental health in order to serve our unique community
- apply a consensus-based approach to decision making, employing active listening, compromise, feminist, and anti-oppressive lens at all times
- share responsibility for Amethyst's objective to fully embody values of anti-racism, anti-oppression, diversity, equity and inclusion at the organizational level
- strengthen the Collective by seeking creative approaches to issues and conflicts as they arise, respecting diverse perspectives and lived experiences

WHAT WE'RE LOOKING FOR IN A CANDIDATE

Amethyst is seeking an individual who can contribute to the diversity of Amethyst's team and its inclusive and anti-oppressive practices. The successful candidate will have strong communication and people skills, crisis and counselling support experience, an ability to multi-task and some administration experience.

SKILLS AND EXPERIENCE:

- relevant educational experience (degree or diploma) in health or social sciences related discipline
- relevant counselling experience: counselling from feminist or anti-oppression frameworks and/or addictions counselling is required
- proven knowledge of the complex intersections between addiction, trauma, and mental health; experience providing services around these intersections is an asset
- familiarity with different psychotherapeutic approaches
- proven ability to provide culturally competent service to clients of diverse backgrounds and identities
- excellent interpersonal skills
- highly self-motivated and accountable; able to work autonomously
- familiarity with and demonstrated capacity to work with basic computer programs (e.g., Microsoft Word, Excel, Outlook, OneDrive, Teams, etc.)
- proven commitment to self-development in the principles of anti-racism, anti-oppression, diversity, equity, and inclusion
- proven ability to apply an intersectional lens to achieve anti-oppression in practice



- excellent English language communications skills, both verbal and written; bilingualism is an asset

WHY WORK FOR AMETHYST WOMEN'S ADDICTION CENTRE?

ABOUT US

Amethyst Women's Addiction Centre, founded in 1979, is a day treatment program offering alternative addiction services to women-identified and gender diverse individuals in the Ottawa area. Our goal is to support folks' empowerment in addressing challenges in their relationships with substance-use and gambling. This goal is supported by making direct links between substance use/problem gambling, gender-based violence/trauma, and the impacts of oppression.

We are a unionized, non-profit organization operating as feminist modified-collective to provide a range of services to our communities based on core values of anti-oppressive practice and client-centred care. Operating as a feminist modified collective allows Amethyst to stay grounded in the communities we work with and for, meaning the collective adapts and changes through the consensus model and based on community needs. Operating as a collective also allows for engagement with our core values from all levels of the collective's functioning, operations, and services.

Amethyst provides a variety of day-treatment services (including individual therapy, group therapy, workshops, and community engagement), health promotion services (community partnerships and engagement through workshops and events), community engagement, and public education. In March of 2020, our work temporarily transitioned to virtual service to observe Public Health Guidelines for the COVID-19 pandemic to protect our community and collective. We are currently transitioning to a hybrid model, working both virtually and onsite.

COMPENSATION:

- Hourly Rate: \$26/hour
- Vacation: 4% paid out on biweekly paycheques
- Sick Time: 1.5 days per month per 1.0 FTE, prorated to your position

APPLICATION PROCESS



Amethyst welcomes and encourages applications from members of equity seeking groups including women, transgender, non-binary, and LGBTI individuals; First Nations, Metis, and Inuit individuals, persons with disabilities, and members of racialized and marginalized groups. We believe our work is stronger when it benefits from the experience, knowledge and wisdom of people who have faced systemic barriers and encourage applications from qualified candidates who have lived experience as a member of historically underrepresented communities.

We welcome candidates whose skills and experience are gained through any combination of formal work experience, informal or formal volunteer or unpaid work experience.

If you are looking to use your skills and knowledge to support, strengthen and grow our small organization and its impact we encourage you to apply.

Amethyst Women's Addiction Centre is committed to providing an inclusive and barrier free experience to applicants with accessibility needs. Requests for accommodation can be made at any stage during the recruitment process.

Together with your resume, please forward a one-page cover letter that includes your responses to the following questions:

- *How do you relate to Amethyst Women's Addiction Centre's mission?*
- *How would your skills and experiences (personal and professional) translate into success in this position?*

We thank you for your interest. **We will accept applications until Monday, October 17, 2022, 9am EST. We will offer interviews to select candidates by October 21, 2022.** Kindly note that only applicants selected for an interview will be contacted.

Submit applications to: hr@amethyst-ottawa.org with **Phase 1 Individual Support Worker Position** in the subject line.