



Position Vacancy Posting

Position Title: Women's Support Worker	Competition No. 26-03-11
Program: Transition House	Salary Range Steps: \$27.54-\$31.61 JJEP Wage Grid 11 (plus Temporary Market Adjustment until Bargaining completes)
Location: Nanaimo	Employee Group: HSA
Hours per week: Line 1: 6:45pm – 7:15am Line 2: 6:45pm – 7:15am Line 3: 7am-5pm; 6:45am – 7:15pm; 6:45am – 7:15pm Line 4: 7:15am – 6:45pm	Position Status: Line 1: Regular Full-time Line 2: Regular Full-time Line 3: Temporary Part-time Line 4: Temporary Part-time
Shift Schedule: Line 1: Sunday/Monday/Tuesday Permanent Fulltime (Night) Line 2: Wednesday/Thursday/ Friday Permanent Fulltime (Night) Line 3: Friday/Saturday/Sunday Temporary Part-time (Day) Line 4: Saturday: 7:15am – 6:45pm Temporary Part-time (Day)	Anticipated Start Date: As soon as possible

Gender is a bona fide occupational requirement: self-identifying women applicants only please

NATURE OF POSITION:

Provide crisis counselling, support, educational and referral services to women and their children who are in, or have left, an abusive relationship. Participate as a team member to ensure a safe and healthy Transition House environment.

Reports to: Transition House and Second Stage Coordinators

REQUIRED QUALIFICATIONS:

REQUIRED EDUCATION, TRAINING AND EXPERIENCE:

- Diploma in a related human/social service field or Transition House Worker training. Equivalent combination of education and experience considered
- One-to-two years' experience working with women and their children who have been in abusive

relationships, preferably in a residential setting

- Knowledge of Substance Use and Mental Health practices from a harm reduction perspective. Awareness of additional barriers faced by marginalized clients and a comfort level and ability to be flexible within the mandate of the program.
- Training and/or experience in crisis counselling
- Current first aid certificate including CPR
- Satisfactory criminal record check
- Valid driver's license and satisfactory driver's abstract.

REQUIRED KNOWLEDGE, SKILLS AND ABILITIES:

- Maintain current knowledge of issues related to violence against women and the impact it has on families and children
- Good written and interpersonal communication skills
- Knowledge of, and experience in, support group facilitation
- Comfortable working from a Reducing Barriers framework
- In depth understanding and feminist analysis of the dynamics of violence against women and causes of violence against women in relationships, and how this affects children as well as the ability to parent.
- Personal qualities and attitudes that welcome respect and appreciate clients, volunteers, staff, donors and the larger community
- Foster team participation and contribute to the goals and activities of Haven Society
- Ability to maintain client confidentiality
- Self-awareness and self-care skills
- Demonstrate respect for diversity.
- Maintain a level of availability

The successful candidate will work in a demanding and stressful environment with clients in crisis situations. The ability to function independently and frequently under pressure is a requirement. Activities may require a moderate level of physical fitness to carry out the duties and may include lifting or carrying young children. The successful candidate will have flexible availability.

This position requires Union membership. Full Job Description available upon request.

Please send your resume and cover letter TO:

hr@havensociety.com

Date Posted: March, 11 2026, position open until filled

Posted both Internally and externally