



## Anti Human Trafficking Program Counsellor/Advocate

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Passionate about providing support to survivors of commercial sexual exploitation? We're an intersectional, feminist organization working on the frontlines of this issue in Waterloo Region. This is a meaningful and highly unique opportunity for the right candidate!

The Sexual Assault Support Centre of Waterloo Region supports survivors. We listen, facilitate healing, and celebrate resiliency. Using an anti-racist, intersectional feminist approach, we work to transform systems which promote gender-based violence.

We're pleased to be recruiting a full-time Counsellor/Advocate on a 12-month contract basis in our Anti-Human Trafficking Program.

Reporting directly to our Program Coordinator, the successful candidate will provide wrap-around support, advocacy, and outreach to those experiencing sexual exploitation, those at-risk, in Waterloo Region. Applicants should feel inspired by our work and have a genuine desire to support our mission, vision, and values. They will also have a warmth about them that helps foster a safe, supportive environment for survivors of gender-based violence.

### Essential Requirements of Education / Experience:

- Post-secondary degree/diploma in a related field
- 5+ years of relevant experience (which may include lived experience)

### Key Areas of Responsibility:

- Provide trauma-informed, intersectional care, and stabilizing services, supports, and counselling that embrace harm-reduction, feminist approaches.
- Provide outreach and intervention to those at-risk of being trafficked.
- Provide advocacy, accompaniments, and referrals for clients in the program.

### Knowledge and Skills Required:

- A strong understanding of human trafficking for the purpose of commercial sexual exploitation.
- Proven skills in support, crisis intervention, safety planning, counselling and advocacy with survivors of gender-based violence.
- Familiarity with community services (within and outside of Waterloo Region) to support people who have experienced commercial sexual exploitation or people at-risk.
- Demonstrated experience working with marginalized and at-risk communities.
- Experience supporting and advocating for survivors with mental health needs, addictions, safety concerns, and precarious housing.
- Exceptional organizational, time-management, communication, and public speaking skills.

- A strong ability to work independently, with minimal supervision.
- A valid driver's license and access to a vehicle.

### Compensation and Benefits:

At SASC, all compensation ranges are grouped into pay "grades" and we base our compensation structure on internal equity. When determining rate of pay, a candidate's previous, related experience will be taken into consideration along with where current staff, with similar experience, are currently paid within the relevant pay grade.

We are a Living Wage employer as defined by the [Ontario Living Wage Network](#). We use a 3:1 ratio meaning that the highest paid team member is not paid more than 3 times than the lowest paid team member.

Note: Most new team members will start at or close to the entry point of the range. SASC has a 35-hour work week.

#### Pay Grade: 4

Min: \$28.48 per hour; \$51,833.60 per annum

Max: \$33.50 per hour; \$60,970.00 per annum

We have a health benefit plan including Extended Health Care (EHC), Dental, Employee Life Insurance, Dependent's Life Insurance, Accidental Death and Dismemberment (AD&D), Long-Term Disability (LTD), and an Employee Assistance Program (EAP). We pay 100% of health benefit premiums for our full-time staff and their families.

Due to the nature of our work, our staff team start with four weeks of vacation. We also have 125 hours of paid time off per year. These amounts are pro-rated based on the team member's start date.

We offer RRSP matching after one year of employment.

### Anti-Racism/Anti-Oppression Statement:

**We recognize that sexual violence disproportionately impacts women, trans, and non-binary people. We particularly recognize the impact of racism and colonialism on Black, Indigenous, and racialized women, girls, gender-diverse, and two-spirit survivors.**

We acknowledge that the majority of our work takes place on the traditional territory of the Neutral, Anishinaabeg, and Haudenosaunee peoples. Our main office at 151 Frederick Street in Kitchener, Ontario is situated on the Haldimand Tract, the land granted to the Six Nations that includes six miles on either side of the Grand River.

We are committed to providing an inclusive and barrier-free work environment. We adhere to the principles of the Accessibility for Ontarians with Disabilities Act (AODA). We strive to make our recruitment, assessment, and selection processes accessible and provide accommodations as requested for applicants with differing abilities. Only information required to facilitate the accommodation will be shared with those involved in the recruitment process, otherwise accommodation requests will remain

confidential. If you require accommodations at any point during the application and/or hiring process, please contact Human Resources at [jobs@sascwr.org](mailto:jobs@sascwr.org) or 519-571-0121 x102.

Given all of this, we encourage applications from women, trans, and non-binary candidates, especially those who identify as Black, First Nations, Metis, Inuit, racialized, as members of 2SLGBTQIA+ communities, and/or as a person with a disability. We invite candidates to voluntarily self-identify as a member of a diverse and/or disenfranchised group as part of their application.

### How to Apply:

This position requires the successful candidate to have a valid driver's license, access to a vehicle, and a Vulnerable Sector Police Check. A flexible schedule is required for evening and weekend work. This position is set to begin as soon as possible. **Please submit a current cover letter and resume as one PDF document to [jobs@sascwr.org](mailto:jobs@sascwr.org).**

***We thank all candidates for their interest; however, only those selected for an interview will be contacted.  
Unless you require accommodations, no phone calls or email inquiries please.***

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## Job Description – Anti Human Trafficking Counsellor/Advocate

### Job Purpose:

Reporting to the Program Coordinator, Counsellor/Advocates in our Anti-Human Trafficking Program will provide wrap-around support, advocacy, accompaniments, and outreach to those experiencing sexual exploitation, and those at significant risk, in Waterloo Region. They will provide trauma-informed, intersectional care, and stabilizing services and supports that embrace harm-reduction, feminist approaches.

### Duties and Responsibilities:

#### Direct Service

- Provide ongoing, stabilizing counselling and support services to survivors of sexual exploitation (orthose at serious risk of being exploited), 12 years of age and older.
- Advocate for clients to support their needs around overall health, mental health, addictions, housing, education, income supports, etc. and provide related accompaniments.
- Respond to client inquiries and provide crisis supports as necessary.
- Conduct needs assessments for clients, as appropriate.
- Act as a case manager for clients.
- Create individualized safety plans for clients.
- Support clients through related legal processes, including court and CICB applications.
- Connect clients with appropriate community services (within and outside of Waterloo Region).

- Ensure client files are kept up to date and remain confidential.
- Statistically track the support provided.
- Provide practical assistance to clients, as needed and as resources permit.

#### Outreach / Public Education

- Maintain partner relationships and network in the broader community for referrals.
- Sit on external committees representing SASC's Anti Human Trafficking Program, as requested by the Program Coordinator.
- Provide educational workshops to clients, community partners, and staff/volunteers in partnership with our Public Education Program.
- Create and update our anti human trafficking resources for clients and the community, in partnership with our Public Education Program.

#### Other

- Ensure continuing competency by seeking out professional development opportunities, clinical consultation, and debriefing support.
- Additionally, in a small agency, it is often the case that work of a nature similar to that in each job is either assigned or known to be necessary to be done. As well, from time to time, work that is not similar in nature to the job may also be required to be done by individuals in any job in order to accomplish the SASC's purpose.

#### **Qualifications:**

- Post-secondary degree or equivalent in the social services field, with 5+ years of relevant experience or equivalent.
- A strong understanding of human trafficking for the purpose of commercial sexual exploitation.
- Proven skills in support, crisis intervention, safety planning, and advocacy with survivors of gender-based violence.
- Familiarity with community services and housing supports (within and outside of Waterloo Region) to support people who have experienced commercial sexual exploitation or people at-risk.
- Demonstrated experience working with marginalized and at-risk communities.
- Experience supporting and advocating for survivors with mental health needs, addictions, safety concerns, and precarious housing.
- Exceptional organizational, time-management, and communication skills.
- A strong ability to work independently, with minimal supervision.
- A strong ability to work flexible hours to meet the needs of clients in the program, including some evening and occasional weekend work.
- A valid driver's license and access to a vehicle.
- Must attend and successfully complete SASC's volunteer training program upon initial employment.

**Communications:**

Strong communications and interpersonal/human relations skills are required in the position to articulate policy, concepts, etc., motivate others and effect change both inside and outside the organization. There is regular contact with clients, and there are frequent external contacts with community partners and other professionals.

**Working Conditions:**

This job is partly performed in a comfortable office environment, with frequent travel around Waterloo Region to partner agencies, and meeting with clients in the community. Much of the work in the office involves sitting, but there is opportunity to stand and move about.

This job requires intense concentration during meetings with clients. Repeated exposure to details of violence and assault can lead to vicarious trauma. The need for debriefing, self-care and balance is critical for incumbents in this position.

**Direct Reports:**

None.