

INTERNAL/EXTERNAL

Job Title: Part Time Weekend Housing Worker
Position Type: Permanent, Part-time, Bargaining Unit
Number of Positions: 1
Rate: \$23.20 per hour
Hours: 15 hours per week, Saturdays and Sundays
Supervisor: Weekend Supervisor, Kingston Road
Posting Date: March 17, 2023
Application Deadline: March 31, 2023
Location: 4626 Kingston Road, Scarborough

Why Fred Victor?

For over 125 years, Fred Victor has been a leader in providing place and purpose to people in need in Toronto. Our mission is to improve the health, income and housing stability of people experiencing poverty and homelessness. We are committed to ending chronic homelessness. This is an ambitious and bold goal but we believe, achievable.

Fred Victor works with a highly diverse population of people and upholds the values of respect, choice and inclusion.

Kingston Road Housing is deeply affordable housing for people who have experiencing chronic homelessness. We will provide supports and housing for 86 people including all genders, youth, adults and seniors. The focus of the position is to work with these tenants to maintain their housing. Staff strive to encourage tenant participation in the development of short and long term goals, community development strategies, using a facilitative management approach to encourage tenants to reach their goals, maintain their housing. This position requires respect for, and expertise working with, tenants who are facing mental health issues, addictions, trauma, abuse and social isolation and who come from racially and ethnically diverse backgrounds.

Does this sound like work you want to be a part of?

We offer a (high-energy/learning/caring/supportive/collaborative) environment, an opportunity to join a diverse team of caring professionals and a chance to make a difference. With over 60 programs and services and more than 21 sites, there are lots of opportunities to grow your career with us. Many members of the management team started in relief and front-line roles.

What You Will Do:

- Provide a welcoming, friendly and professional Front Desk for Housing and keep the Housing Office open as often as possible. This includes but is not limited to answering the phones, fielding tenant questions and concerns, signing in guests, signing out keys, taking work orders, crisis intervention, assisting with tenant medication, giving notices to tenants and liaising with other workers and professionals.
- Utilize trauma informed community development, facilitative management, and conflict resolution approaches to facilitate supportive, co-operative living and support tenants to develop skills to live cooperatively in their accommodation.
- Provide intake, assessment and case management services, utilizing a client-centered, strength-based, harm reduction approach to clients
- Coach or assist a client in the development/maintenance of abilities relating to activities of daily living, self-care, crisis management strategies, symptom management, maintaining a support network, and skills teaching such as budgeting, grocery shopping and other life skills.
- Ensure case plans which have been developed are continuing to be followed on the weekends
- Ensure all eviction prevention strategies and policies are implemented.

- Work with the tenant community to understand the Fred Victor Mission, Vision and Values and how they relate to being a tenant and participating in FV programming and services.
- Work collaboratively with other FV staff in order to provide the best service possible to all and in order to ensure the safety of all.
- Communicate and demonstrate appropriate professional boundaries with the tenant community and abide by all organizational policies and procedures.

What You Bring to the Team (Qualifications):

- Diploma or Degree in social Services field and/or experience working with people experiencing homelessness in a residential setting
- Strong understanding of systems that cause and support homelessness, poverty and discrimination and respect for those realities.
- Strong understanding that people living on low income are a resource to resolve community issues and not the cause of the problem.

What Sets You Apart

- Strong customer service skills.
- Highly developed and proven group facilitation skills.
- Highly developed written and oral communication skills.
- Strong understanding of and experience in community development practices.
- Well-developed conflict resolution and negotiation skills and crisis management skills.
- Ability to work productively within a team setting.
- Strong organizational skills; highly developed ability to prioritize work through short and long term goals and remain flexible.
- Well-developed interpersonal skills that will produce effective, productive and appropriate relationships with the tenants, community, external agencies and staff at Fred Victor.
- Proven ability to constructively give and receive feedback.
- Highly developed understanding of and proven ability to communicate appropriate professional boundaries.
- Proven ability to challenge organization, staff and tenant communities in a positive and creative way to effect better service.
- Knowledge of community based resources.
- Experience with and proven responsibility handling money.
- Literacy in Microsoft Office, Pirouette and Arcori (an asset)

Compensation and Benefits

- For the Weekend Housing Worker position, Fred Victor offers an hourly rate of \$23.20
- Access to employee and family assistance plan

How You Can Apply

Send your resume and an email describing why you want to be part of the Fred Victor Team by March 31, 2023 to Maria Nazarova at mnazarova@fredvictor.org with Weekend Housing Worker in the subject line.

A Police Record Check is required by the final candidate prior to hiring.

All candidates offered a position with Fred Victor from September 30, 2021 onward must be fully vaccinated and provide proof of their vaccination as a condition of employment. Fred Victor will comply with its Human Rights obligations and accommodate employees who are legally entitled to accommodation.

Accessibility & Accommodation

Fred Victor is committed to fostering an inclusive and accessible environment where employees feel valued and respected, and where every employee has the opportunity to realize their potential. As such, we welcome and

encourage applicants who identify as racialized persons, Indigenous persons, persons with disabilities, and persons across the spectrum of sexual orientation and gender identities and have lived-experience

If you are a person with a disability and require accommodation and/or assistance during the application process, please contact us in advance. We strive to provide reasonable accommodations whenever requested. Information received relating to accommodation requests will be treated with confidentiality.