

INTERNAL/EXTERNAL

Job Title:	Weekend Supervisor, Kingston Road Housing
Position Type:	Non-Bargaining Unit, Permanent, Reduced Full-Time
Number of Positions:	1
Rate:	\$30.07 per hour to start
Vacation:	4 weeks to start
Benefits:	Group benefits with Life Insurance, AD&D, Extended Health and Dental Care with premiums 100% paid by the employer, LTD with premiums 100% paid by employees; paid sick leave and float day
RRSP:	RRSP with 6.5% employer contribution and 4% employee contribution after successful completion of probation
Hours:	22.5 hours per week; Saturday, Sunday, and 1 week day
Supervisor:	Senior Manager, Kingston Road Housing
Posting Date:	January 31, 2024
Application Deadline:	February 13, 2024
Location:	4626 Kingston Rd, Toronto, ON, M1E 2P6

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.

Kingston Road Housing – provides safe, deeply affordable housing for single people who are experiencing poverty, chronic homelessness and often the long-term effects of trauma, social isolation, varying degrees of mental health and substance use. Kingston Road Housing provides housing with supports, including case management, on site 24 hours per day, 7 days per week. We work from a client centered, harm reduction, trauma informed, anti-oppressive framework.

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

We offer a supportive 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

- The Weekend Supervisor will lead a weekend team effectively that functions to meet the goals of the Housing and Transitional Housing Programs.
- The Housing Weekend Supervisor will have an understanding of supported housing and social justice principles and will be a motivated person who believes in Fred Victor's mission, vision and values. The Supervisor will plan, direct, and monitor the quality and delivery of the 145 Queen Housing Programs on the weekend.
- Facilitate regular team meetings, complete, and develop schedule, ensure coverage of all weekend shifts.
- This role supervises the 4 Part-Time Housing Workers, and as well as provides supervision to Housing Relief Workers working on the weekends. They will also work as part of the broader management team and be a leader in the overall leadership team at the 145 Queen Street site.

What You Bring to the Team:

- 2 years experience working in not-for-profit housing or residential services.
- Degree or Diploma in Social Services, Social Work, Health, or related field.

- Demonstrated understanding of and commitment to Harm Reduction, Restorative justice, Housing First, Trauma-Informed, and Anti-Oppression practices.
- Extensive experience working with people who have experienced homelessness and poverty; understanding of the issues of homelessness, poverty and discrimination facing this community and how these issues affect the lives of individuals.
- Experience in supervising, managing, training and coaching staff in a unionized environment.

What Sets You Apart

- Proven ability to constructively give and receive feedback.
- Demonstrated experience in conflict resolution and crisis management.
- Extensive experience working with people who come from diverse racial, gender, ethnic and cultural backgrounds and who have experienced varying degrees of mental health, social isolation, and substance use.
- Lived experience
- Extensive Knowledge of community-based resources.
- Highly developed written and oral communication skills.
- Highly developed interpersonal skills.
- Highly developed group facilitation skills.
- Highly developed understanding of and proven ability to communicate appropriate professional boundaries.
- Highly developed ability to plan and prioritize work.
- Thorough knowledge of legislation relevant to operating affordable housing, including Ontario Works Act, Ontario Human Rights Code, Occupational Health and Safety Act, Employment Standards Act, and AODA and the Residential Tenancies Act.
- Experience and proven responsibility handling money.
- Excellent written and oral communication skills.
- Literacy in Word, Pirouette, Excel.

Compensation and Benefits

- For the Reduced-Full Time Weekend Supervisor position, Fred Victor offers an hourly rate of \$30.07 to start.
- 4 weeks of vacation to start + 1 float day
- Generous paid sick leave allowance
- A comprehensive Dental, Extended Health and LTD group benefits package includes individual and family coverage, including prescriptions, hospital accommodation, hearing care, paramedical practitioners, and a wide variety of dental care. Additional insurance includes vision care and travel for emergency medical services.
- 6.5 % of your gross salary will be contributed to a group RRSP on your behalf after successful completion of probation; you will contribute 4% of your gross salary to the same RRSP.
- 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 February 13, 2024 to Maria Nazarova at mnazarova@fredvictor.org with **“Weekend Supervisor”** in the subject line.

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

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.