

Employment Opportunity

INTERNAL AND EXTERNAL POSTING



POSITION	PROGRAM	DETAILS
Partner Assault Response Program Worker	Community Services	Full Time
NUMBER OF POSITIONS	DURATION	SALARY
1	Contract (18 months)	\$58,261 – \$63,118

Banyan is a not-for-profit organization that has provided quality services to the youth justice, children, Family, and senior's community support sectors since 1978. Banyan is committed to improving the mental, physical, and social well-being of at-risk populations in our service areas of Hamilton, Niagara, Brant, Haldimand, Norfolk, and Wellington.

PURPOSE OF THE POSITION

Reporting to the Clinical Manager, and in accordance with Banyan Policy, Practice & Procedure Manual, the primary purpose of this position is to facilitate group and individualized programming for the Partner Assault Response (PAR) program. The PAR program is a Domestic Violence initiative that delivers a specialized community-based individualized and group intervention to individuals in response to domestic violence perpetration.

POSITION RESPONSIBILITIES

- Complete intake and assessments with clients as assigned.
- Facilitate or co-facilitate daytime, evening or weekend groups
- Prepare and develop materials for group sessions.
- Support knowledge and skill transfer to adults in the following areas: accountability for abusive behaviour, recognizing the impact of their behaviour on their partners, children and themselves, teaching strategies for relating to their partners in way that generate equality and respect, identifying warning signs to abuse and coping strategies, providing opportunities to discuss progress.
- Manage the development of group dynamics and group member behavior, ensuring the program is interactive and participants are engaged; as well as promoting a safe environment
- Reach out to victims and current partners of the program participants to offer safety planning, support to help them feel less isolated and information to help them make informed decisions about their safety and relationships.
- Responsible for participant attendance, collection of client fees, collection of client evaluations and completion of client documentation.
- Support the client in navigating existing barriers, such as housing, food insecurities, employment, and issues increasing risk of personal and community safety.

- Communicate with Program Manager, PAR program staff, and community stakeholders (including but not limited to Probation & Parole Officers, Hamilton Police Services, Domestic Violence Court personnel, Child Protection workers) for any client issues, partner contact purposes and additional case management needs.
- Support the clients and their partners in overcoming barriers and returning to healthy and respectful relationships.
- Provide referrals to community resources for client support, when required.
- Implementation of all regulations, policies, and contractual obligations governing the delivery of the Partner Assault Response program.
- Maintain clear, concise documentation in the Client Information System, including ongoing case notes, assessments, discharge summaries conferences, incident reports, and other reports or file notes assigned.
- Assist in data collection of pre and post testing, and any other research driven data collection as directed.
- Administer quality assurance surveys.
- Attend all internal and external meetings as required.
- Responsible and accountable for ensuring a safe and healthy workplace for themselves and colleagues by committing to working in a safe manner, utilizing all necessary safety equipment and protocols and at all times complying with all relevant Health and Safety policies, procedures and legislations.
- Complete all required reports and training, as directed by the Manager.
- Any other duties as required by management.

ROLE COMPETENCIES

Classification Specific

- Ability to maintain and respect professional boundaries with clients and coworkers at all times
- Exercise a flexible, non-judgmental, anti-racist, and anti-oppressive approach to people and work
- Problem-Solving Skills: develop strategies using a system thinking approach. Identify and analyze problems so that viable solutions are found.
- Team Player: works cooperatively within team to achieve goals and to foster commitment, spirit, pride and trust.
- Time Management Skills: ability to accomplish tasks within timeframes and by deadlines.

Program Specific

- Experience in Group Facilitation.
- Knowledge of the Cycle of Abuse.
- Comfortability with working with adults charged with violent behaviour.
- Knowledgeable in creating safety plans.
- Knowledge of community services to support client safety and security

QUALIFICATIONS

- Post-secondary diploma/degree in a Social Services discipline.
- Up to 5 years Experience
- Knowledge regarding intimate partner violence, child abuse, and the dynamics of violence and abuse
- Experience in group and one-on-one facilitation

- Able to articulate an analysis of intimate partner violence as it relates to gender roles, socialization, the dynamics of power and control, and the effects of abuse
- Excellent interpersonal and communication skills
- Ability to speak multiple languages is an asset
- Demonstrated computer skills, including Microsoft Office Suite, Outlook, Client Information Systems and virtual platforms.
- Current Non-Violent Certificate, First Aid/CPR
- Maintain an acceptable Criminal/Vulnerable Sector Record and Health Assessment.

WORKING CONDITIONS

- The PAR program staff will deliver groups in a variety of settings including schools, community centres, churches and office settings.
- Work flexible hours and days to accommodate the group sessions and individualized client needs.
- This work produces moderate cognitive stress in most workers through the intensity of the topics being educated and discussed. At times group conversation can become stressful and emotionally charged due to the nature of the content.

Banyan is an equal opportunity employer. We thank all applicants for their interest; however, only those selected for an interview will be contacted.

Banyan is strongly committed to fostering diversity within our community. We welcome those who would contribute to the further diversification of our staff.

We are committed to developing inclusive, barrier-free selection processes and work environments. If contacted in relation to an employment opportunity, please advise our Manager of Human Resources or hiring manager of the accommodation measures if required which would enable you to be interviewed in a fair and equitable manner. Information received relating to accommodation measures will be addressed confidentially.

PLEASE FORWARD YOUR RESUME AND LETTER OF INTEREST BY NO LATER THAN MAY 14, 2025 TO:

Human Resources
 Banyan Community Services
 688 Queensdale Avenue East, Suit 2B Hamilton, ON
 L8V 1M1 recruit@banyancs.org
 (905) 549-9011 (fax)

