



YWCA
REGINA

A TURNING POINT
FOR WOMEN
UN POINT TOURNANT
POUR LES FEMMES

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Director of Kinship & Staff Development – Children’s Housing, YWCA Regina

Hours of Work: 37.5 hours per week – with some flexibility to work evenings and weekends

Length of Employment: Permanent

Closing Date: Review of applications will begin immediately but will be accepted until midnight June 7, 2020

Open to: Internal and External applicants

Salary: \$30.05 per hour / \$58, 597.50 per annum

The YWCA Regina exists to support all women and families in the realization of their full potential to benefit the community as a whole. We work to ensure that

- Women and families are safe, secure, and free from gender-based violence.
- They have access to safe, affordable and stable housing.
- They are empowered and supported in accessing tools to navigate social systems to advance their wellness, and are thriving, respected and valued throughout the process.
- The community benefits from the full and equal inclusion and advancement of women and families because their experiences and perspectives are built into the foundation of society.

Further, “YWCA Regina is committed to anti-colonial, anti-racist practice and to a workplace that prioritizes cultural safety. In particular, YWCA Regina acknowledges and accepts that our social systems, communities, and often our interpersonal relationships are corrupted as racism against Indigenous peoples prevails throughout the fabric of Canadian society. The Association is committed to systemic change and to actions that further justice, truth, and reconciliation for Indigenous peoples and the society as a whole.” (YWCA Policy Manual).

Position Description

In coordination with the YWCA Children’s Housing leadership team, this person is responsible for ensuring YWCA Children’s Housing Department staff (60-70 staff members across 4 locations) are educated and coached in/about Indigenous ways of knowing, as well as, and essentially, for building a community in the homes that is reflective of Indigenous understandings of care and kinship, with the constant goal of best supporting both staff and the children and families we serve.

Responsibilities:

1. Program & Staff Development:

This person supports and develops the overall quality and especially cultural relevancy of programming and care being provided in the homes, as well as constantly nurturing a supportive community among staff and children. Activities include:

- Coaching, hiring, training, and supporting staff, especially orienting all staff in Indigenous understandings of relationality and kinship;
- Directly supervising daily activities in and out of the homes;
- Developing, coordinating, and implementing education/training plans for staff members (60-70 individuals across four locations), as well as program implementation;

- Responsibility for staff supervision, development, performance evaluation, and performance improvement, as necessary.

2. Education:

This person will facilitate/coordinate the education of YWCA Children's Housing Department staff in areas including, but not limited to, the following:

- Indigenous ways of knowing, doing, and being, especially as these relate to implementing Indigenous understandings of relationality and kinship within a residential childcare setting—at a Departmental level and in the individual children's homes we operate.
- the child welfare system, trauma informed care, and family violence, as well as Mandt/Gentle Teaching.

Qualifications:

A working knowledge of both administrative and program needs. A solid knowledge of family residential agency operations is essential.

- Two or more years of management experience, with proven administrative, supervisory, team building/coaching, and leadership skills is essential;
- Knowledge of Indigenous culture, history, and practice, as well as evidence of extensive engagement with and commitment to Indigenous community;
- Bachelor's degree in Indigenous Studies, Social Work, Justice Studies, or other human service field is preferred, but an equivalent combination of education and experience will be considered;
- Knowledge of the child welfare system, trauma informed care, and family violence, as well as training in Mandt/Gentle Teaching;
- Understanding of developmental stages and needs of children, and the ability to effectively direct caregivers of children of various ages who are coping with family crises, change and separation;
- Ability to institute practices of cultural safety for women and children of culturally diverse backgrounds;
- Valid Saskatchewan driver's license;
- Valid First Aid/CPR certification.

To Apply: Submit a covering letter and resume (including email addresses and phone numbers for three references) as Word.doc attachments to: RandyL@YWCARegina.com

We invite applicants to voluntarily self-identify as Indigenous (First Nation, non-status, Metis, or Inuit) in the cover letter and/or resume.

Only applicants selected for an interview will be contacted. No phone calls please.