

Position: Resilience Coach/Supervisor

Closing: Posting will remain open until filled

Term: Contract ending March 31, 2021

Ontario Aboriginal Housing Services (OAHS) provides safe and affordable housing for First Nation, Métis, and Inuit people living in urban and rural areas of Ontario. Our Vision is “to lead the design, development and delivery of sustainable and culturally appropriate housing that promotes excellence in the Indigenous community and organizational infrastructures”.

Housing Services are provided throughout the province by over 75 Team Members as well as a wide range of Partners including Indigenous Organizations, Community Organizations, Governments (Municipal, Provincial, Federal), and Private Sector. Our Provincial Office and Service Centre is located in Sault Ste. Marie and we have Regional Service Centres in Dryden, Peterborough, and Hamilton. Services provided include:

- Property management of over 2300 subsidized and unsubsidized housing units;
- Provision of an assisted homeownership program providing down payment and home purchase assistance;
- Provision of an assisted homeowner repair program;
- Supportive housing services for community members;
- Planning and development of new housing; and
- Program management, program development and title services to local community organizations.

Founded in 1994, OAHS provides housing services to both Indigenous and non-Indigenous people. OAHS is governed by representatives from three Indigenous organizations in Ontario – the Ontario Federation of Indigenous Friendship Centres, Ontario Native Women’s Association, and the Métis Nation of Ontario. Learn more at www.OntarioAboriginalHousing.ca

We are currently seeking a Resilience Coach/Supervisor for our Hamilton location. Reporting to the **Supportive Housing Manager**, the successful applicant will be an integral member of the Mkaana’aa wii-giwe’aad – “Finding their way Home” program team responsible for providing initial and ongoing counselling delivered with an Indigenous trauma-informed and client-centered approach.

Duties and responsibilities will include, but not be limited to, the following:

- Support the OAHS mission and vision and making significant contributions to the achievement of the corporate strategic plan;
- Contribute to the achievement of the Mkaana’aa wii-giwe’aad Program;
- Assist with the delivery of the Mkaana’aa wii-giwe’aad Program according to specified policies, procedures and program guidelines;
- Assist with the development of program policies, standard operating procedures and program guidelines;
- Intervene effectively with individuals utilizing best practices, trauma-informed, client centered and cultural sensitivity approaches;
- Provide psychosocial interventions and crisis counselling;
- Develop individual care plans, mental health support, relapse prevention, harm reduction, and provide trauma support to individuals requiring counselling to address barriers to success;
- Work alongside Supportive Housing Manager to promote team cohesion, share learnings and crisis situations;

- Work with team, including Director of Policy and Programs to monitor, adapt, and grow the Mkaana'aa wii-giwe'aad Program;
- Supervise, coach and direct staff to promote positive social outcomes;
- Assist in training development and collaborate responsive training needs for team;
- Complete assessments, treatment planning and implementation and harm reduction safety plans;
- Inform and support Supportive Housing Manager in case conferences with Case Managers regarding components of client's individualized journey plans;
- Assess client needs and makes recommendations to team;
- Provide culturally appropriate service to a diverse range of clients;
- Identify and introduce culturally relevant supportive services that contribute to personal wellness;
- Act as an educational and support resource to the Mkaana'aa wii-giwe'aad team;
- Work with traditional resource people and Elders to provide traditional wellness/healing;
- Participate in, along with development and implementation of team meetings;
- Enter data into computer system and provide monthly data reports as required;
- Maintain appointment calendars, coordinate schedules, assist with staff meetings, teleconferences, seminars and or training sessions;
- Prepare correspondence including reports, spreadsheets, graphics, presentations, emails, and letters as required;
- Provide routine program information as required;
- Works closely with all OAHS staff; and
- Other duties as required.

The successful candidate will have the following qualifications and skills:

- Knowledge of and an appreciation for Indigenous cultures and demonstrated values that focus on assisting people;
- University degree in Social Work, Counselling, Psychology, or related field and/or a combination of education and related experience;
- Eligible for membership with a professional association such as the Ontario College of Social Workers and Social Service Workers, College of Registered Psychotherapists of Ontario, or the College of Psychologist of Ontario;
- Previous experience working with individuals experiencing homelessness;
- Previous supervisory experience;
- Experience and knowledge in mental health, addictions, and trauma;
- Demonstrated crisis intervention, counselling, conflict resolution, and advocacy skills;
- Knowledge in Word, Excel, Power Point, Publisher, Databases, Accounting Systems, Project Tracking Software and or specific experience with Business Management Systems would be considered an asset;
- Have a strong background and understanding of Indigenous history, homelessness, mental health and addictions, and trauma.

Personal Attributes:

- Ability to communicate professionally using multiple channels with a variety of stakeholders both internal and external to the organization;
- Strong interpersonal skills and demonstrated ability to contribute to achievement of team goals;
- Strong ability to work both independently and as a team member with a strong desire for continuous performance improvement;
- Strong understanding and appreciation as to how safe, affordable housing contributes to quality of life and serves as a stable foundation.

Conditions of employment:

- Ability to travel as required (moderate);
- Ability to work varying hours/days, if required;
- Valid CPIC clearance (Criminal Records check);
- Current References;
- Must be Bondable, if required; and
- Current, valid Ontario Driver's License and safe driving record (preferred).

Compensation:

- In return for your ongoing excellent performance, strong work ethic, and commitment to our vision, mission, values, strategic plan, and the people we serve, Ontario Aboriginal housing Services offers a comprehensive compensation package (some benefits take effect after your probationary period has been successfully completed). This comprehensive compensation package includes:
 - Challenging and fulfilling work; an inclusive and supportive team; and a work environment steeped in and guided by Indigenous culture;
 - Additional paid holidays (in addition to statutory holidays) include Louis Riel Day, National Aboriginal Day, Remembrance Day, and Family Day;
 - Opportunity for cultural, educational and other approved leaves;
 - Supported training opportunities for personal and professional development while reciprocally enhancing organizational capacity; and
 - Competitive salary in pay band B5 with a range of \$45,800.00 to \$73,200.00

Please note that you are encouraged to apply early as interviews will be scheduled as applications are received.

- Email to HRHAM@oahssc.ca or
- Mail confidentially to: Amanda McAuley
Human Resources and Payroll Associate
Ontario Aboriginal Housing Services
500 Bay Street
Sault Ste. Marie ON P6A 1X5

In meeting the objectives and vision of the organization, preference will be given to qualified individuals of First Nation, Métis, or Inuit ancestry, and are asked to self-identify on their cover letter.

This competition is open to internal and external candidates with the possibility of Secondment for internal candidates. The continuation of this position is subject to funding renewal.

Ontario Aboriginal Housing Services welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process. Ontario Aboriginal Housing Services also welcomes and supports diversity including people who identify as LGBTQ2S+.

We thank all candidates who choose to apply, however, only those selected for an interview will be contacted