



**EMPLOYMENT OPPORTUNITY
WOMEN'S PREVENTION OUTREACH WORKER**

POSITION TITLE	Women's Prevention Outreach Worker
OPERATION	Weli-Ankweyasimk Women's Shelter
SALARY	depending on qualifications and experience
TERM	Term/Full-Time/35 hours per week (with the possibility of renewal dependant on funding)
LOCATION	Halifax Nova Scotia
ESTIMATED START DATE	September 2025

Wasoqopa'q First Nation (formerly Acadia First Nation) is governed as a custom band under the provisions of the Indian Act with established bylaws, policies and procedures. The First Nation's electoral system constitutes an election once every five (5) years with positions for one Chief and eight (8) councillors. Chief and Council elect, are the governing body responsible for making decisions for the overall health and well-being of communities, Elders, youth and families.

Wasoqopa'q First Nation is unique in its geographical composition, spread throughout the Southwestern regions of Nova Scotia spanning five counties from Yarmouth to Halifax, encompassing six (6) reserves - Yarmouth, Ponhook, Medway, Wildcat, Gold River, and Hammonds Plains, in both rural and urban settings. To support administration and business operations, Wasoqopa'q First Nation, with supporting staff, provides programs and services within two (2) Health Centres, a Youth Centre, two (2) Community Centres, six (6) administration offices, and six (6) business establishments, including economic development, education, employment, fishing, forestry, health, housing & maintenance, human resources, and social.

Wasoqopa'q First Nation owns and operates the Weli-Ankweyasimk Women's Shelter, an Indigenous Women's Shelter dedicated to providing a safe and supportive environment for Indigenous women and children who have experienced family violence. The facility operates with 24-hour staffing, a 24-hour crisis line, supportive counselling, programming and assistance in navigating external programming, services and systems. The team of the Weli-Ankweyasimk Women's Shelter provide a holistic and client-centered approach to programs and services that are culturally grounded, built upon Indigenous culture, traditions and healing practices, that encourages healing, empowerment, growth and increased overall well-being for Indigenous women and children in maintaining a healthy, violence free lifestyle.

POSITION OVERVIEW AND OBJECTIVE

WFN is currently recruiting for a Women's Prevention Outreach Worker, reporting to the Support Services Supervisor, responsible for providing outreach support, education and resources to Indigenous women, women-identifying and female youth over 16 years of age, who have experienced, or are at risk of, violence, abuse or threats, and their children through a holistic approach and combination of traditional, cultural and western supports, that meets the physical, emotional, mental and spiritual needs focused on prevention, healing, recovery and growth aligned with the Weli-Ankweyasimk Women's Shelter vision and values.

ESSENTIAL FUNCTIONS AND DUTIES

COMMUNITY ENGAGEMENT, SUPPORT AND ADVOCACY

- Builds relationships and supportive connections with Indigenous women and children, providing a safe and trusting environment to support education and prevention, for healing and



growth

- Establishes and provides a holistic approach to supporting Indigenous women and children directly, honestly and with empathy, focused on a combination of traditional, cultural and western supports
- Builds relationships with Mi'kmaw communities, Mi'kmaw and or Indigenous organizations and community service organizations to build knowledge and awareness of services to support Indigenous women and children
- Connects with Indigenous women and children, impacted by abuse and or violence, evaluating and assessing the immediate physical, emotional, mental and spiritual needs
- Establishes individual client plans, including safety plans to address dangerous situations, and support preventative measures for safety and protection of Indigenous women and children
- Collaborates with emergency services to stabilize crisis situations as may be required in certain situations
- Provides short-term crisis support and follow up to facilitate a successful transition to longer-term supports and services
- Supports Indigenous women and children in efforts to reduce risks of violence, abuse, threats and address overall safety and well-being
- Identifies and refers Indigenous women to appropriate community resources, including social services, healthcare and support programs
- Provides transportation, accompaniment, support and advocacy for meetings and or appointments, as necessary

EDUCATION AND PROGRAMMING

- Identifies gaps and barriers within existing external programs and services, to support the creation and development of relevant valuable programs and services for Indigenous women and children
- Identifies and prioritizes Indigenous women and children's programming based on prevention needs
- Provides a holistic approach to Indigenous women and children's health and wellness building programs and services that address physical, emotional, mental and spiritual needs (e.g. culture, recreation, life skills, anger and time management, stress and anxiety, and conflict resolution)
- Develops, creates and implements programs and services that address specific Indigenous women needs and priorities to support prevention and healing focused on healthy relationships and self-care (e.g. substance abuse prevention, mental health and child and or youth welfare, life skills, job readiness, self-esteem, anger and time management, parenting and conflict resolution)
- Promotes and advertises programming and services to Indigenous women and children within communities and organizations
- Liaises with communities, organization and community service partners to support relevant educational programming and services
- Conducts ongoing evaluation of programs and services created and provided to determine relevance, adjusting accordingly
- Collaborates and coordinates with external culture and educational providers, including Elders, Knowledge Holders, Culture and Language Coordinators, Mi'kmaw communities, Mi'kmaw and Indigenous organizations and community services organizations to support and conduct programs and services
- Maintains accurate records of all educational programming, collecting and analysing data on program effectiveness to inform further program development and improvement

HEALTH AND SAFETY

- Respects a workplace culture that takes responsibility for Health and Safety



- Maintains working relationship with the RCMP and emergency services to support crisis situations and or addressing safety and security dangers of women, children and youth and the Shelter
- Maintains and participates in all Health and Safety training, in accordance with the requirements of the position
- Maintains adherence and supports compliance of all Health and Safety regulations, including the safety of all clients, and employees

OTHER DUTIES AND FUNCTIONS

- Maintains strict confidentiality and professional boundaries with all clients and employees
- Establishes and maintains healthy, collaborative, supportive working relationships with employees, working and contributing in a team environment
- Attends and actively participates in team meetings and communications that support the operations of the Weli-Ankweyasimk Women's Shelter
- Adhere to all Wasoqopa'q First Nation (WFN) Policies, Procedures and Weli-Ankweyasimk Women's Shelter procedures, as required
- Other duties, training and activities related to support the operational needs of the Weli-Ankweyasimk Women's Shelter, as required

QUALIFICATIONS

- Completion of a Diploma or Degree in a related field such as Indigenous Studies, Social Work, Mental Health, and/or a combination of education and two years of relevant experience
- Knowledge of Mi'kmaq/Indigenous Culture & History
- Knowledge and experience working in a Mi'kmaq and or Indigenous communities
- Must possess a valid driver's license with a good driving record and have access to a reliable vehicle for work purposes
- Proof of \$ 2.0 million liability insurance
- First Aid & CPR, WHMIS and OH&S Certification is considered an asset
- Non-Violent Crisis Intervention Training (NVCIT) is considered an asset
- Applied Suicide Intervention Skills Training (ASIST) is considered an asset
- Trauma Informed Care Training is considered an asset
- Mental Health First Aid, First Aid & CPR, WHMIS and OH&S Certification is considered an asset
- Criminal record and vulnerable sector check upon hiring
- Child Abuse Registry Check upon hiring and renewal every two years

REQUIRED ABILITIES, SKILLS AND COMPETENCIES

- Demonstrated knowledge and cultural sensitivity, in understanding and respecting diverse backgrounds and lifestyles
- Demonstrated knowledge and understanding of systemic barriers and oppression rooted in colonization
- Excellent communication, interpersonal and public relations skills
- Ability to function effectively in difficult or crisis situations, with proven conflict resolution and crisis intervention abilities
- Ability to be patient and remain calm in stressful situations
- Demonstrated ability to facilitate individual and or group sessions
- Critical thinking and problem-solving skills, with the ability to come up with creative solutions
- Proven ability to multi-task, set priorities based on competing demands
- Strong organizational and time management skills
- Effective communication skills, both verbal and written, strong computer literacy in Microsoft 365



- Ability to work independently with minimal supervision and as part of a team
- A commitment to fostering, cultivating and preserving a culture of diversity, equity and inclusion

WORKING CONDITIONS

- Hours of work are expected to occur Monday to Friday, with some evening and weekends to administer programming and educational activities
- Working environment may be hazardous at times, due to the nature of work involved, and can be emotionally and physical demanding
- A great deal of time is spent working indoors in a well maintained, heated/ventilated environment with modern and up-to-date equipment
- There are instances of moving objects and lifting equipment and or boxes up to 20 lb
- Long period of work with office equipment and computer can occur
- Travel and transportation are required to support clients with appointments
- Must possess a valid Class 5 driver's license with a good driving abstract and have access to a reliable vehicle for work purposes
- Proof of \$ 2.0 million liability insurance

APPLICATION REQUIREMENTS

Submit Cover Letter and Resume to resumes@acadiaband.ca **Please quote #WOMENSOUTREACHWORKER on your cover letter and indicate your salary expectations for this position.

WFN appreciates the interest of all applicants, only those selected for an interview will be contacted. WFN does not assume candidate expenses related to this recruitment process.

In accordance with the Aboriginal Employment Preference Policy of the Canadian Human Rights Commission, if all qualifications are equal, preference will be given to persons of Aboriginal ancestry and if a Wasoqopa'q First Nation Band member.

DEADLINE TO APPLY

Deadline to Apply: July 4, 2025

Wasoqopa'q First Nation is committed to fostering a safe workplace that provides an equitable, diverse and inclusive environment, where employees are treated professionally and with dignity and respect. We value the contributions that each person brings, and are committed to ensuring equal opportunity and participation as part of the WFN team.

We are a community. We make a difference.