



<b>POSITION TITLE:</b>	ANTI-HUMAN TRAFFICKING LIAISON
<b>DEPARTMENT:</b>	FRONT LINE SERVICES
<b>REPORTS TO:</b>	SUPERVISOR
<b>CLASSIFICATION:</b>	FULL TIME CONTRACT (UNTIL MARCH 2025)
<b>LOCATION:</b>	FLEXIBLE LOCATION WITH OUR WEST REGION CATCHMENT AREA
<b>POSTING DATE:</b>	NOVEMBER 7 <sup>TH</sup> , 2023
<b>CLOSING DATE:</b>	NOVEMBER 21 <sup>ST</sup> , 2023

Dnaagdawenmag Binnoojiiyag Child & Family Services is a multi-service Indigenous wellbeing agency. We provide a stable foundation for children, youth, and families, through wraparound services that are culturally based, and family focused.

### **PURPOSE OF THE POSITION**

The Anti-Human Trafficking Liaison is responsible for supporting Indigenous community members, including individuals who identify as 2SLGBTQIA+, BIPOC, who have been impacted by human trafficking or are at-risk of being targeted. This position will aid these individuals with navigating and gaining access to services with particular attention to those focused on supporting Indigenous Peoples, to ensure safety, security, and equitable access. The Anti-Human Trafficking Liaison will work collaboratively with community-focused anti-human trafficking organizations to address the short and long-term needs of Indigenous survivors of human trafficking. This position will build the framework that helps service providers deliver dedicated and specialized supports, prioritizing survivor-led programming and direct services for vulnerable and at-risk children, youth, and adults. This position will work alongside the Child Protection teams as well as the CARE Team currently being piloted between Dnaagdawenmag Binnoojiiyag Child & Family Services, Durham Children's Aid Service, and Durham Regional Police Service to support the human trafficked survivors, as well do outreach, training & development with respect to human trafficking. There will also be preventive work to help reduce risk of children and youth from being exploited and trafficked. This position will work with individuals 12+ years old.

### **RESPONSIBILITIES**

- Research and development of community needs assessment and environmental scan to assess community needs and develop partnerships within the community.
- Building connection and safety with community through street outreach.
- Providing culturally grounded safety planning, crisis intervention, harm reduction, supportive counselling, and transitional support.
- Providing accessible, culturally based support and interventions to help Indigenous



youth establish and maintain balance in their lives.

- Providing awareness and psycho-education training on human trafficking to frontline staff and community partners.
- Promote anti-racist, anti-colonial interactions with sex trafficked children and youth that are culturally safe and include connecting them to Indigenous led programs and services.
- Developing protocols, policies and best practices with child and family wellbeing teams to best support youth at-risk of interfacing with sex trafficking.
- Developing partnerships with Indigenous and non-Indigenous agencies (i.e., Native Child & Family Services of Toronto, Durham Children's Aid Society).
- Collaborate with local First Nation and urban community agencies:
  - Provide educational workshops and presentations; and
  - Ensure ongoing contact with local service providers including schools and health providers.
- Administer the Anti-Human Trafficking Program:
  - Maintain confidential records of client sessions and contacts;
  - Create and maintain current and accurate records of the number of clients served;
  - Create and maintain records on community presentations and workshops;
  - Secure the confidentiality of all client interactions and records; and,
  - Provide quarterly reports on the number of individuals and families served

#### **Research:**

- Collect information through environmental scans to develop an assessment of the Anti-Human Trafficking efforts within our service area.

#### **Education:**

- Educate Indigenous children, youth, families, communities, and Nations, living both on and off territory, as well as Dnaagdawenmag Binnoojiiyag Child & Family Services staff on how to identify, prevent, and report Human Trafficking and gender-based violence before, during, and after it occurs.

#### **Advocate:**

- Advocate on all levels (local, provincial, and federal) to ensure that human trafficking awareness and prevention is at the forefront of the minds of decision-makers and government leaders.

#### **Administrative:**

- Complete referrals and assessment packages on behalf of children and youth as required by collateral service providers.
- Maintain effective professional working relationships with community collaterals.
- Complete administrative requirements as set out in Dnaagdawenmag Binnoojiiyag



Child & Family Services policy, Ministry Standards, and supervisor expectations.

- Participate in supervision in accordance with Dnaagdawenmag Binnoojiiyag Child & Family Services expectations.
- Provide safety planning & documentation.

**Other Duties:**

- Performs other duties as assigned.

**POSITION REQUIREMENTS**

**Education and Experience Requirements:**

- Bachelor of Social Work or related field with 1-2 years' experience working in a social services environment; or,
- A post-secondary diploma related to education or social services with two years' experience in providing supportive counselling services to children, youth and their families is required.
- An acceptable level of formal education and extensive direct service experience in Child Welfare, with a determination of what constitutes "acceptable" at the discretion of the Executive Director, with a plan for obtaining any necessary additional qualifications or training to be formalized in writing as part of the offer and acceptance of employment.
- A previously Authorized Worker with experience working within Child Welfare and/or Indigenous Child-Wellbeing setting would be considered an asset.
- Must have a solid understanding of Human Trafficking, sex trade and its various stages, including choice, coercion, and control.

**Availability Requirements:**

- Our office hours are 8:30am - 4:30pm, Monday to Friday, with a one-hour unpaid lunch. However, based on the needs of those we serve, our frontline staff regularly find themselves working outside of these hours, including evenings, weekends, and holidays.

**Knowledge Requirements:**

- Understanding of unique needs of 2SLGBTQQIA+ & BIPOC youth and community.
- Understanding of harm reduction model.
- An excellent working knowledge of the Child, Youth and Family Services Act and other pertinent legislation, Ministry standards and guidelines, Dnaagdawenmag Binnoojiiyag Child & Family Services policies, directives, and procedures.
- Needs and risk assessment process and best practices.
- Substance abuse/addictions and resources available to vulnerable and at-risk populations.
- An understanding of crisis management and the ability to deal with life-threatening situations including the prevention of suicide.



- Program creation, management, delivery, and evaluation.
- Extensive proficiency using computers and standard computer software programs (e.g., Excel, Word, Outlook, Publisher, PowerPoint, etc.).
- Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit, and Métis Communities we serve.
- A solid understanding of and sensitivity to the experiences of First Nations and Indigenous peoples in Canada, and the impact of the legacy of Residential Schools and the Sixties Scoop upon them is essential.
- A good working knowledge of community services within the Dnaagdawenmag Binnoojiiyag Child & Family Services catchment area and surrounding areas to assist in service provision.

**Ability Requirements:**

- Analytical skills to identify and resolve problems. Assess the needs of our children and youth, formulate recommendations and develop appropriate plans.
- Conflict resolution and crisis intervention skills to determine the degree of risk to a child or youth, defuse potentially hostile situations and take appropriate action to reduce the risk accordingly.
- Effective counselling skills to address concerns that may arise and provide effective supports to our children and youth.
- Excellent verbal communication skills to interact with clients, all levels of Dnaagdawenmag Binnoojiiyag Child & Family Services staff and management and community professionals.
- Good written communication skills to document information in a clear, concise, and accurate manner.
- Organizational skills to prioritize tasks, be self-initiating and work independently.
- Excellent interpersonal skills to liaise with community professionals, First Nations Designated Persons and community representatives and other Dnaagdawenmag Binnoojiiyag Child & Family Services staff. Knowledge of Indigenous culture and values including awareness of the First Nation, Inuit, and Métis Communities we serve.
- Demonstrate good decision making in dealing with safety concerns and with aggressive and/or intoxicated clients, if required
- Public relations and presentation development/facilitation.
- High level of resilience and emotional intelligence.
- Ability to work cooperatively as part of a team identifying and utilizing individual strengths.

**Mandatory Requirements:**

- Provide an acceptable Canadian Police Information Centre Check (CPIC) and Vulnerable Sector Screening (VSS).



- Able to provide a safe vehicle for use on the job, an acceptable Driver's Abstract, evidence of a valid Ontario Driver's License and of Personal Liability & Property Damage insurance coverage for at least \$2,000,000.00.
- Must be willing to work flexible hours including weekends, evenings and holidays as required. *(For this position it is anticipated that weekends, evenings, and holiday work will occur regularly.)*

### **WORKING CONDITIONS**

- You will be provided a working location with a hybrid work from home option available.
- Travel within the catchment area will be required from time to time.
- At our Agency, we actively encourage a healthy work life balance and aim to ensure working hours do not exceed 35 hours per week and/or do not need to be conducted during evenings and weekends. We recognize however, that needs may need to be met outside of these hours from time to time. We have a flexible work policy where we aim to maintain an 8 hour daily schedule (inclusive of a 1 hr lunch) whenever possible. There may be occasions where your scheduled start and end time will vary outside of 8:30am-4:30pm or that you will need to work extra hours.

### **STARTING SALARY RANGE**

- \$60,173.53 - \$72,512.32, depending on qualifications and experience.

### **TO APPLY**

- Please email the following to [careers@binnoojiiyag.ca](mailto:careers@binnoojiiyag.ca)
  - Application for Employment (available at [www.binnoojiiyag.ca](http://www.binnoojiiyag.ca))
  - Please indicate preferred location in your application
  - Resume (include 3 work related supervisory references)
- Incomplete Applications will not be considered.
- Only those selected will be contacted for an interview.
- As an Indigenous Child Wellbeing Agency, we give priority to applicants who identify as First Nations, Inuit, Métis, and those with close affiliations.