

Job Description

Gender-Based Violence Counsellor

Background

Roots Community Services Inc. (RootsCS) is a charitable organization that provides culturally-relevant programs and services to inspire residents in the Region of Peel, primarily from the Black and Caribbean communities, to make positive changes in their lives and within their communities. Our aim is to assist our clients by providing pathways for them to achieve their full potential and in finding solutions to improve their health, well-being and quality of life.

The Position

The Counsellor, Gender-Based Violence reports to the Manager, Family Services and delivers services in partnership with the Safe Centre of Peel (SCoP). This role provides direct support to women and children in the Region of Peel who have experienced, or are at risk of experiencing, gender-based violence, including domestic violence and sexual assault. Grounded in a culturally responsive, trauma-informed, and client-centered approach, the program offers counselling, crisis intervention, advocacy, and wraparound support designed to empower clients to break cycles of violence, enhance safety, and build resilience.

- **Type of Work:** Contract until September 30th, 2026.
- **Reports:** Manager, Family Services
- **Compensation:** \$50,646.48 prorated, plus benefits
- **Hours of Work:** In-office four days per week (28 hours) at the Safe Centre of Peel – Mississauga location

Major Duties & Responsibilities

The Counsellor, Gender-Based Violence, will be responsible for, but not limited to, the following duties:

- Conduct comprehensive assessments to identify needs, counselling goals, referrals, and advocacy support.
- Develop collaborative goals and service plans with clients, reviewing progress regularly and adjusting as needed.
- Provide culturally responsive, strengths-based counselling that supports women in building confidence, independence, increasing safety, awareness and the ability to make meaningful decisions for themselves and their children.
- Deliver crisis intervention for urgent concerns such as violence, child protection, suicidality, housing instability, legal matters, or other critical incidents.
- Facilitate individual and group sessions to support healing, peer connection, and strategies for reducing the risk of ongoing violence.

- Engage in advocacy and system navigation on behalf of clients, particularly those facing barriers to accessing mainstream services.
- Collaborate with community partners and participate on committees to advance coordinated responses to gender-based violence.
- Maintain accurate and confidential case files including client assessments, service plans, outcomes, and evaluations.
- Provide timely data, statistical information, and narrative reports for program monitoring, evaluation, and accountability to the Board and funders.
- Stay current with best practices, emerging research, and community trends related to gender-based violence, trauma, and their impact on women, children, and families. Uphold RootsCS' commitment to cultural responsiveness, confidentiality, equity, and inclusion in all aspects of service delivery.
- Perform other duties as assigned, contributing to team collaboration and organizational growth.

Skills & Qualifications

- Master of Social Work (MSW) or degree in Counselling, Psychology, or related field; or equivalent combination of education and experience.
- Current registration and good standing with a recognized professional college (e.g., OCSWSSW, CRPO).
- Minimum of three years' experience in counselling, preferably in the nonprofit sector, with demonstrated expertise in supporting women and children impacted by gender-based violence.
- Experience working effectively with Black, African, Caribbean, and racialized communities, with a deep understanding of systemic barriers, racism, and intergenerational trauma.
- Demonstrated ability to deliver client-centered, culturally sensitive, and trauma-informed interventions.
- Strong experience in supporting families with complex needs and in providing crisis management and safety planning.
- Knowledge of the effects of domestic violence, child abuse, and sexual assault on individuals and families.
- Skilled in establishing and maintaining trusting, empowering relationships with clients.
- Knowledge of community resources, including culturally relevant mental health and social supports, and ability to make appropriate referrals.
- Demonstrated ability to work independently and as part of an interdisciplinary team.
- Strong collaboration and advocacy skills with community groups, service providers, and cross-sector partners.
- Excellent communication, interpersonal, and presentation skills.
- Strong organizational and time management skills, with attention to detail and the ability to manage competing priorities.
- Proficient in Google Workspace and Microsoft 365.
- Commitment to ongoing learning and professional development.

- Valid Ontario driver's license, appropriate insurance, reliable access to a vehicle, and a recent clear Police Reference Check.

Work Environment

In-office four days per week at the Safe Centre of Peel – Mississauga location.

All team members contribute to the ongoing growth and sustainability of Roots Community Services (RootsCS) by engaging in fundraising, strategic planning, and other organizational initiatives. Within a collaborative and inclusive environment, each staff member plays a vital role in advancing RootsCS's mission to deliver culturally responsive programs and services that inspire and empower individuals, families, and communities to thrive.

Please email your application with a cover letter to careers@rootscs.org, with the subject line Gender-Based Violence Counsellor. Please note that we will review applications on a rolling basis until the positions are filled.

We thank all who apply for this position; however, only those candidates selected for an interview will be contacted.