



ALGOMA UNIVERSITY JOB POSTING

JOB TITLE:	Wellness Support and Sexual & Gender Violence Prevention Evaluator <i>Staff Bargaining Unit</i>
DEPARTMENT:	Student Success and Well-Being
POSITION STATUS:	Full-time (35 hours/week), one-year temporary
SUPERVISION RECEIVED:	Director, Student Success and Well-Being
SUPERVISION EXERCISED:	Student Assistants(If applicable)
LOCATION:	Sault Ste. Marie

JOB SUMMARY

The Coordinator will liaise between all campuses to best meet the needs of the students and the Algoma University community.

- A. Program Coordination 40%
 - B. Student Support and Community Outreach- 40%
 - C. Other Duties- 20%
- Total- 100%

Under the direction of the Director, Student Success and Well-Being, the **Wellness Support and Sexual and Gender Violence Prevention Evaluator** will work in a collaborative environment within the Student Success, Anishinaabe Initiatives and Wellness Support teams. The position is responsible for the coordination, development, implementation and evaluation of wellness, sexual, gender-based and intimate partner violence; sexual and street harassment primary prevention training and educational activities through a cross-cultural approach. The position will participate in the development of strategic plans, goals and measurable objectives for wellness support and violence prevention programs and services for the department. It will collaborate with departmental colleagues to plan, implement and evaluate theory- and evidence-informed support and prevention strategies.



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Work Collaboratively with the Wellness teams, community programs and the Sexual Violence Task Force and student groups.

RESPONSIBILITIES:

A. Program Coordination

- Participate in the development of strategic plans, goals and measurable objectives for prevention programs and services for the Wellness Programs and Sexual Violence Response Task Force. Assist the Director, Student Success and Well-being and Manager, Human Resources on, Training and Prevention.
- Assist in developing objectives and activities based on departmental goals, including both short- and long-range education and outreach plans. Plan, implement, and evaluate theory- and evidence-informed support and prevention strategies.
- Oversee office-related aspects of outreach efforts and planning for wellness supports and prevention programs for Sexual Violence Response (SVR), including maintaining records and evaluation-related data entry. In conjunction with the Director, conducting annual assessment of the various programs.
- Create cross-cultural training education and training programs for students
- In collaboration with Student Success Staff, Anishinaabe Initiatives, Algoma University Diversity, Equity and Inclusion Community, Student groups and community partners, coordinate and develop community-based primary support and prevention programming directed at the prevention of sexual and intimate partner violence.
- Create workshops and training for restorative justice practice to sexualized violence, harm and trauma
- Work with Elders in Residence, Community Cousins, Peer mentors programming to develop: Consent Educators, Men's Peer Educators, etc..
- Responsible for program support and development, including training and awareness programs and peer leadership programs

B. Student Success Support and Community Outreach

- Provide individual support, referrals and guidance for reporting, procedures and policy
- Work in partnership with Student Experience, Student Success, Anishinaabe Initiatives, Wellness Teams and varsity on orientation, training, supervision, retention and development of new and existing volunteers and student-staff
- In conjunction with Human Resources, coordinate the planning, curriculum, implementation, logistics, and evaluation for SVR. Collaborate with key stakeholders, including university and community partners on all three campuses.



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- Coordinate student-driven institution-wide events or educational programs (e.g., Sexual Assault Awareness Month, Relationship Violence Awareness Month, NO More, etc.). Provide technical support or training to student organizations that participate in the planning of these activities.
- Participate in university and community committees and task forces as needed.
- Collaborate with key stakeholders to develop a comprehensive, multidisciplinary approach to violence prevention for students.
- Maintain and develop a network of contacts and actively seek out and participate in professional development activities to keep current on best practices, and research literature pertinent to the field.
- Research best practice models of sexual violence prevention strategies with college-aged populations.
- General assistance with Student Success activities and events

C. Other Duties

- Assist Student Success Central in times of high volume
- Manage day-to-day operations of Wellness and SVR programming
- Manage records; write memos, proposals, reports, papers, and presentation materials. Prepare administrative reports as needed
- Assist with budget, forecasting and grants support
- As assigned, this position may be required to assume other duties that are not listed in this document. Such activities will align with the growth and development of Student Success Central
- Evening and weekend hours are frequently required.

WORKING CONDITIONS:

Physical Effort:

- May require moderate physical effort: sustained periods of sitting in one place, periods of sustained keyboarding, occasionally lifting heavy boxes and/or event set-up

Physical Environment:

- Regularly work with disagreeable clients and may need to engage in nonviolent crisis intervention.

Sensory Attention:

- Front line service demands with limited level of control and frequent interruptions that may cause backtracking to resume interrupted work
- May need to accommodate an irregular working schedule hours to deal with



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- students in crisis
- High need for detailed and precise work
- Frequent need to concentrate for lengthy periods of time in order to interpret student needs ie. crisis intervention

Mental Stress:

- Ability to assess and prioritize the needs of students in a front-line, client service, multi-tasking, and fast-paced environment
- Deadlines and student needs requiring immediate attention are often conflicting
- Sensitivity for students with various emotional, personal, and social issues/ concerns/ needs
- Ensure confidentiality
- Sensitivity for students with various cultural and language issues/barriers
- Moderate physical effort required for student events, activities, arrivals, etc.
- May involve working after hours to support student needs
- High pressure to meet deadlines and ensure accountability of student records
- Crisis intervention and sensitivity for students with various cultural and language issues/barriers

MINIMUM QUALIFICATIONS:

- Undergraduate degree required in Social Work, Psychology or related field; graduate degree in social work or related field preferred.
- Minimum 2-3 year experience working with post-secondary students, including international and students who self-identify as First Nations, Metis, Inuit or other ancestry
- Minimum 2-3 years practical experience in the field of sexual violence support, training and education
- Sound knowledge and understanding of relevant legislation (i.e. - Human Rights Code, Sexual Violence and Harassment Action Plan Act (Bill 132), privacy guidelines (PHIPA/FIPPA) and University policy Knowledge/Skills Required
- Restorative Justice Practice experience, certification, an asset
- Certification(s) in Mental Health response training (Non violent crisis intervention training, ASIST, MHFA, SafeTalk, or equivalent) required
- Demonstrated ability to assess student needs (social, emotional, academic)
- Able to lead new programming development and evaluation in student well-being services
- Demonstrated ability to work both independently and as an effective team member
- Knowledge of Algoma University's mandate, programs, policies and procedures
- Commitment to supporting Algoma University's Special Mission and ability to embrace the Seven Grandfather Teachings
- Understanding of the importance of abiding by confidentiality terms
- Excellent written, presentation and communication skills
- Excellent interpersonal and relation skills
- Excellent organizational and prioritization skills



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- Commitment to meet deadlines and manage time efficiently
- Ability to multitask in a dynamic fast paced environment with multiple interruptions
- Knowledge with G-Suite and student records systems

Please submit a resume and cover letter (combined PDF) to people.culture@algonau.ca no later than 4:00 p.m. on Monday, August 29, 2022.

Algoma University is strongly committed to fostering diversity and inclusivity within our community and is an equal opportunity employer. The university invites and encourages applications from all qualified individuals who would contribute to the further diversification of our Institution, including equity deserving groups that are traditionally underrepresented in employment (Indigenous peoples, racialized persons, women, persons with disabilities, and 2SLGBTQIPA+ persons).

In accordance with the Accessibility for Ontarians with Disabilities Act, 2005, upon request, accommodation will be provided by Algoma University throughout the recruitment, selection, and/or assessment process to applicants with disabilities.

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Please note that the successful candidate will be required to provide a Police Vulnerable Sector Check as a condition of employment.