



IDENTIFICATION

Department	Position Title	
Health and Social Services	Family Violence Consultant	
Position Number	Community	Division/Region
49-1752	Yellowknife	Mental Wellness and Addictions Recovery / HQ

PURPOSE OF THE POSITION

The Family Violence Consultant is responsible for collaborating with regional Health and Social Service Authorities, the Shelter Network, and communities in their work to build capacity and reduce the incidence of violence and its effects on individuals, families, and the community as a whole, in accordance with Government of the Northwest Territories (GNWT) standards, legislation, regulations and guidelines.

SCOPE

Since 2013, the NWT health and social services (HSS) system has been engaged in a strategic renewal process. This began with System Transformation, a multi-year, community engagement-driven process to develop a model for an integrated health and social services system. The resulting changes to the system's governance structure have enabled a one-system approach, allowing for greater efficiency and integration while better respecting the unique contexts and strengths of the NWT's distinct regions and cultures.

Building off the results and momentum of System Transformation, the strategic renewal effort has now begun a process of Primary Health Care Reform to shift the system and its care models towards a team and relationship based approach that is driven through public participation, community feedback and data, and built upon a foundation of trust and cultural safety. Using a community development approach, we are changing the way we work with people and communities, at every level of the HSS system, to enable public participation in priority setting, planning, and design that integrates the social determinants of health.

The integration of mental wellness and addiction recovery is an important component of ongoing system transformation and reform.



Located in Yellowknife the Family Violence Consultant (Consultant) reports to the Manager, Mental Health and Addictions (MHA) Strategic Programs, and takes a leadership role in collaborating with the shelter Network, Regional Health and Social Services Authorities (HSSAs), other GNWT Departments, and Non-Governmental Organizations (NGOs) to develop and implement effective prevention and intervention practices related to the issue of family violence. This includes playing a strong role in the development and implementation of Government level action plans, as well as coordinating the actions that stem from such action plans.

No other position exists within the GNWT that focuses on broad based intervention and prevention of family violence across the life span. The Consultant currently serves the population of the entire NWT and exemplifies the commitment and responsibility of the government towards the impact on violence on individuals, families, and communities.

Approximately \$1.8M of the Department's total budget is associated with violence prevention with a large portion of this funding allocated to the programming of 4 family violence shelters across the territory. While this position does not directly administer these funds, the Consultant does take a strong leadership role in collaboration with other Departments, HSS Authorities, and NGOs to ensure appropriate use of these funds.

The Consultant will help to build community support systems for both victims and offenders of violence, develop violence and early intervention programs, raise public awareness about the dynamics of violence and abuse, conduct strategic planning and provide advice and guidance concerning public policy to develop, support, monitor and improve programs and services for the prevention of family violence in the NWT.

The incumbent sets program directions and policies that are based on current developments in the fields of research and promising practices, but not in direct service delivery. The workload includes the responsibility for coordination of a variety of projects and activities at any given time, unpredictable crises, competing priorities, urgent issues and deadlines.

Clients of this position include the Regional Health and Social Service Authorities, family violence shelters, social workers, community councils, professional associations and other local community groups including volunteer groups. The Consultant also provides advice and guidance to members of the department and other departments in the GNWT, to policy and decision makers, federal/territorial/provincial counterparts, Indigenous organizations and members of the public.

This position works collaboratively with colleagues, co-workers, and individuals in client organizations with a wide range of corporate/organizational and social cultures, and also interacts with children, parents and other caregivers and social workers in situations of extreme stress and must manage these situations diplomatically and with care for the client.



This position has a significant impact on the general public through its support and interaction with the large range of government and non-government agencies, shelters and individuals.

The legacies of colonization and residential schools have impacted Indigenous health outcomes and the way health and social services are delivered and accessed.

MWAR divisional staff are expected to honor and promote a culturally safe environment at all times and to interact with clients and families, community members, partners and colleagues in a tactful, respectful and humble manor that is free of racism and discrimination.

RESPONSIBILITIES

1. Plan, develop and evaluate family violence related strategies, programs, standards and processes throughout the NWT, in collaboration with HSSAs and communities, in order to reduce the incidence of violence and its effects on individuals, families and the community as a whole.

- Help to build community support in order to attempt to develop integrated support for both victims and offenders of violence.
- Research current and developing trends and recommend new or improved programs and services appropriate to the communities in the NWT.
- Develop or acquire training programs for family violence intervention, prevention, and minimization of risk.
- Facilitate cooperation and collaboration between the various units, divisions, departments, and Authorities as required to minimize duplication of services and take advantage of shared resources.
- Research, review, recommend and develop new or improved legislation, regulations or standards as they relate to family violence.

2. Provide consultation, advice and support on matters related to prevention of family and child violence to HSSAs, Department staff, community groups, family violence shelters, foster care facilities, and treatment centres in the NWT in order to ensure that appropriate and effective violence prevention and intervention programs and services are made available.

- Respond to request and inquiries, verbal and written.
- Review current literature, publications and events and provide information to clients through summaries, reports, seminars and conversations.
- Work with appropriate groups to develop promotional material in order to raise awareness of the occurrence and effects of violence.
- Research practices in other jurisdictions to determine suitable approaches for implementation in the NWT.
- Remain current on best practices in the field of family violence.



- Advise social workers, shelter staff and other care givers on issues relating to family violence, particularly in crisis situations.
- Facilitate a forum for shelter administrative staff and the appropriate liaison with the local HSSAs to discuss common concerns and projects with the goal of continuing to work in partnership.
- Provide training to social workers as a standard part of their orientation to working for Child Protection in the NWT and to other professional groups as requested.
- May provide training to additional groups on request when alternate training resources cannot be obtained.
- Participate in a number of working groups and committees that have a relation to family violence programming, including the Coalition Against Family Violence.
- Prepare issue papers, briefing notes, and responses related to concerns, questions and complaints raised at a political level.
- Work closely with colleagues in the Division to ensure co-ordination of all Family and Children's services in the NWT.

3. Play a leadership role in developing, implementing, and evaluating new family violence initiatives that impact or have the potential to impact on NWT wide responses to family violence.

- Provide coordination support for the ongoing development and implementation of projects enhancing the collaboration and efficient response to family violence concerns in a systematic manner.
- Take a leadership role in the collaborative development and implementation of territory wide Family Violence Action Plans and the specific actions arising from these plans.
- Provide support to agencies and Authorities implementing projects supported by Department funding or initiatives.
- Promote and role model the effective collaboration, communication, and partnership that is required across the sectors in order to appropriately address issues related to family violence (including the RCMP, other Departments, health care professionals, NGO staff, private sector, housing etc.).
- Actively work to raise the profile of family violence and related initiatives both within and outside of the Department.

4. Monitor the effectiveness of programs and services to ensure standards are met.

- Carry out or assist HSSAs and/or departmental staff with reviews and evaluations of programs that play a role in violence prevention such as shelters, group homes, women's centers, violence prevention programs, etc.
- Collect and review statistics relating to family violence in the NWT and apply this information in development of programs, services and standards.
- Support family violence shelters in the implementation of appropriate minimum standards and performance measurement frameworks.



- Work with unit colleagues, the Department, and HSSAs to improve compliance with legislation and standards relating to family violence.

5. Undertake other duties to achieve unit, divisional and departmental goals.

- Assist with and participate in projects.
- Attend unit, divisional and departmental meetings and work sessions.
- Participate in planning and budget processes.

WORKING CONDITIONS

Physical Demands

No unusual demands.

Environmental Conditions

No unusual conditions.

Sensory Demands

No unusual demands.

Mental Demands

No unusual demands.

KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of and/or the ability to acquire knowledge of Departmental objectives, procedures, and policies, as well as structure and various relationships within.
- Knowledge of historical issues related to oppression, systemic power inequities, and colonization and how these issues play a role in a current family violence situations.
- Knowledge of family violence shelter practices as well as legislation and legal processes relating to Family Violence.
- Knowledge of and/or the ability to acquire and apply knowledge of Northern social services and health care systems and structures, and NWT children's and family services.
- Knowledge of Northern culture as they relate to health and wellness and violence.
- Knowledge of community development theories and practice.
- Knowledge of international, national trends and developments in family and child violence prevention and current and historical violence prevention programs, models and strategies.
- Knowledge of social, psychological, emotional and cultural issues involved in situations of family and violence
- Computer skills relating to programs such as: word processing, spreadsheet, database, e-mail, PowerPoint and Internet.



- Skills related to project management and change management.
- Oral and written communication skills for a variety of purposes including Ministerial and Departmental briefing notes, correspondence, policy and reporting documents, and internal and public communication and reporting.
- Research and analytical skills.
- Organizational skills including project planning, management, leadership and delivery.
- Skills relating to building and maintaining collaborative partnerships.
- Skilled in presenting complex ideas in a persuasive manner, adapting messaging to different audiences, and navigating resistance with tact and humility.
- Interpersonal, negotiation, collaboration and relationship building skills.
- Skills relating to leadership, crisis management and conflict resolution.
- Ability to review current literature, publications and events and provide information to clients through summaries, reports, seminars and conversations.
- Ability to work cooperatively within diverse teams, work groups and across the organization to achieve group and organizational goals.
- Ability to attentively receive and interpret verbal and non-verbal communication; to ask clarifying questions and ensure understanding; and to respond respectfully to others' input.
- Ability to commit to actively upholding and consistently practicing personal diversity, inclusion and cultural awareness, as well as safety and sensitivity approaches in the workplace.

Typically, the above qualifications would be attained by:

A Bachelor Degree in a mental health or social services discipline, and three (3) years of relevant experience, including one (1) year of experience in policy, program development or planning related to family violence, social services, shelters, or similar community-based programs.

Equivalent combinations of education and experience will be considered.

ADDITIONAL REQUIREMENTS

Candidates from regulated professions must be registered or eligible for registration with the applicable regulatory body in the Northwest Territories.

Position Security

- ☐ No criminal records check required
- ☒ Position of Trust – criminal records check required
- ☐ Highly sensitive position – requires verification of identity and a criminal records check

French language (check one if applicable)

- ☐ French required (must identify required level below)

Level required for this Designated Position is:

ORAL EXPRESSION AND COMPREHENSION

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

READING COMPREHENSION:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

WRITING SKILLS:

Basic (B) ☐ Intermediate (I) ☐ Advanced (A) ☐

- ☐ French preferred

Indigenous language: Select language

- ☐ Required
☐ Preferred