

JOB POSTING

# **Social Worker, Violence Recovery**

# **Full-time, one year contract - 35 hours per week**

**Salary is commensurate on experience and education**

# **$66,647 to $78,952 per annum for MSW’s (preferred)**

**$60,667 to $71,867 per annum for BSW’s**

**About Unison:**

Unison Health and Community Services is a non-profit, community-based organization that serves neighbourhoods in Northwest Toronto. Operating out of six locations, Unison offers core services that include primary health care, counselling, health promotion, Early Years programs, legal services, harm reduction programs, housing assistance, adult protective services, Pathways to Education™ and a Diabetes Education Program. Unison’s mission is working together to deliver accessible and high-quality health and community services that are integrated, respond to needs, build on strengths and inspire change.

Unison Health and Community Services is committed to working from an inclusive, pro-choice, sex positive, harm reduction, anti-racist, anti-oppression and participatory framework.

Unison is seeking a Social Worker who can provide Afrocentric psychotherapy to self identified Afro-Caribbean and Black community residents impacted by incidents of gun and gang-related violence. Unison, in partnership with the Community Crisis Response Program, co-lead the Community Violence, Wellness, and Recovery Pilot and implement a range of comprehensive recovery supports in response to critical incidents (such as shootings, stabbings, and gang affiliated activities) in the west and north of Toronto. The Social Worker is responsible for providing trauma informed ongoing assessment and culturally appropriate interventions to the clients served by Unison Health and Community Services. The Social Worker will report to the Mental Health and Substance Use Program Manager and work out of our Jane-Trethewey site.

# **Job Specific Responsibilities:**

* Provide culturally appropriate and trauma informed care to individual clients, including assessments, treatment planning, warm referrals, advocacy, case support, community treatment, and education
* Work within the guidelines of the Ontario College of Social Workers and Social Service Workers
* Provide both brief and ongoing psychotherapy services, grief counselling, and trauma counselling to clients who have been impacted by gun and gang-related violence
* Facilitate support groups for youth, children and parents, and adults that focus on psychoeducation, grief and loss support, trauma support, and coping skills
* Facilitate healing conversation events for communities who have recently experienced gun or gang-related violence
* Maintain case notes and statistics, as per Unison and City of Toronto requirements
* Help clients identify and use appropriate health resources, including those available in the community and from community agencies
* Participate in Gun Violence Prevention and Recovery team meetings and find opportunities for collaboration
* Provide input and support to pilot planning and evaluation activities
* Work with City’s Community Crisis Response Team and other partners to share back findings of Community Violence, Wellness, and Recovery Pilot with community
* Liaise with local agencies for the purpose of raising public awareness, education and information sharing and participate in community-based networks
* Provide assistance and support for the management of internal crisis situations at Unison
* Apply supportive 'de-escalation' techniques to help clients manage strong emotions and potentially dangerous behaviours

# **Organizational Responsibilities:**

* Participate in team meetings, initiatives, and events
* Develop work goals in conjunction with supervisor, identifying action plans, learning objectives and professional development needs
* Participate in performance appraisal process including self-evaluation component
* Adhere to all policies and procedures of the organization
* Submit encounter data and/or statistics, administrative forms, and reports in a timely fashion
* Participate on external committees as relevant to job position
* Maintain and develop competence through appropriate continuing education methods
* Identify, report, and debrief on client safety incidents, good catches, occupational health, and safety incidents and near misses
* Other duties as required

# **Job-Specific Qualifications:**

* MSW (preferred) or BSW; in Counseling, Psychotherapy, or related field
* Certification and membership in good standing with the Ontario College of Social Workers and Social Service Workers
* Demonstrated experience working with clients who have experienced gun and gang-related violence
* Bilingualism in English or Somali, or other African Dialects an asset
* Demonstrated knowledge and experience in group work and community development
* Demonstrated knowledge of, and sensitivity to, the impact of social, economic, environmental and cultural issues on diverse communities
* Demonstrated ability to develop and facilitate psycho-educational support groups
* Ability to effectively deal with crises; 3-5 years direct therapy experience and 3-5 years experience working with youth, adults and children, preferably in a community-based setting
* Experience working within the Afro-Caribbean and/or Black communities
* Knowledge of the impact of systemic marginalization on women and children, including sexism, racism, poverty, homophobia, transphobia, and dis/ability
* Familiarity/experience within the Justice System, specifically with male identified individuals considered an asset
* Familiarity with the social, economic and cultural conditions of the project’s geographic area, experience in working with local service providers, community groups and networks, and an understanding of local issues and priorities are an asset
* Familiarity with the different neighbourhoods in North-West Toronto experiencing high levels of gun and gang-related violence; experience working in and with these communities; and an understanding of the similarities, differences and unique needs of these communities
* Experience serving Unison’s priority populations (seniors with complex needs, people with mental health & addiction issues, LGBTQ2IA+, and youth facing barriers)
* Familiarity with harm reduction philosophy and principles
* Excellent interpersonal, communication and organizational skills, including computer literacy
* Availability to work flexible hours including some evenings and weekends

# **Interested candidates are asked to submit a résumé with covering letter by 4:00 pm on May 12, 2025, to:**

Hiring Committee – Social Worker – Violence Recovery

Unison Health and Community Services

Toronto, ON

hirings@unisonhcs.org

**Please cite UN\_2025\_001 in the subject line of the email**

We welcome applications from people who are reflective of the diverse communities we serve, including those who might need accommodation.

Where needed, accommodations for applicants with disabilities will be provided, on request, to support their participation in all aspects of the recruitment process.

While we thank all applicants for their interest, only those selected for interview will be contacted.