



**External Posting
Indigenous Employment Outreach Coordinator
Greater Victoria**

GT Hiring Solutions 2005 Inc. is seeking to fill the position of **Indigenous Employment Outreach Coordinator** under the WorkBC Employment Services Program in our Greater Victoria catchment. The estimated start date for this position is no later than April 1, 2019.

GTHS has been a leading provider of high quality employment services on Vancouver Island since 1994, with a mission to work to improve the lives of our Clients by helping them achieve their employment goals while delivering exceptional services. We do so by having fun, being innovative, and championing our team. Placing principles before profit, we are held accountable to the collective conscience of our team, partners and the communities in which we live and work. Openness, honesty, a respectful workplace, as well as a sincere desire to see people and communities grow are the underlying principles that drive all of our actions.

Scope and Purpose

The **Indigenous Employment Outreach Coordinator** works collaboratively with, and serves as a resource to, the WorkBC Service Delivery team, and is responsible for creatively and meaningfully engaging with local Indigenous communities, organizations and People, both 1:1 and in group settings; effectively utilizing the 3 service delivery channels in order to increase and improve the consistent and ongoing mutual awareness of employment services offered within the community at large that are available to Indigenous People. In doing so, this individual will effectively work to remove the barriers that prevent Indigenous People from feeling comfortable in connecting with and/or accessing the services of the WorkBC Employment Services Program; thus ensuring that WorkBC Employment Services and associated Financial Supports are provided in a culturally appropriate manner and are practically accessible.

Required Minimum Experience, Knowledge, Skills and Abilities

- Post-secondary degree, diploma or certificate in a relevant field (e.g., Indigenous studies, career or employment development, vocational rehabilitation, social work, psychology, sociology, human services, counselling, education or human resources management)
- Two (2) or more years of related experience in the employment services, counselling or other support services industry
- Proven experience in working with the Indigenous communities and peoples, youth, disability clients, and persons with mental health and addictions issues; including the ability to develop creative, productive and collaborative working relationships with diverse and/or multi-barriered Clients in both one-to-one and group settings
- Highly knowledgeable of and sensitive to Indigenous culture and practices

- Working towards or holding an associated relevant professional certification (i.e., CCDP, RRP, etc.);
- Capacity to effectively conduct and interpret Client needs assessments and employ exploration tools in accordance with individualized Client needs and abilities;
- Demonstrated experience providing services and support to individuals with complex barriers, including barrier identification and resolution;
- Extensive knowledge of job search and networking strategies;
- Experience in, and the ability to, successfully coach and mentor Clients to gain effective job search tools and strategies;
- Ability to build and maintain a network of partnerships with local employment and community agencies, employers, social service & referral programs, and other relevant stakeholders;
- Excellent communication skills (oral and written);
- Proven ability to successfully work with and support individuals from a broad range of cultural backgrounds based on a sensitivity to and understanding of the unique challenges they may face;
- Strong administrative skills and computer proficiency with specific emphasis on MS Office (Word, Excel, Outlook) and customized databases;
- Alignment with and ability to display GTHS' organizational core values of: integrity, excellence, continued growth & development, compassion, partnerships and passion
- Multilingual (English plus French or another language) ability to communicate effectively with Clients, both verbally and in writing is preferred

Please Note: A clear criminal record check and/or certified criminal record report including vulnerable sector check is mandatory from your local police department. (Can be dated within the past 12 months)

Competitive salary and benefits offered.

Please respond by email with the position identified as **IndigenousOutreachVictoria** in subject line and attach a cover letter and resume outlining your experience and qualifications. Applications must be received by **4pm on Friday, March 15th 2019**. Please send your application package to hr@gthiringsolutions.ca

GT Hiring Solutions values the diversity of the people it hires and serves, fostering a workplace in which individual differences are recognized, appreciated, respected and responded to in ways that fully develop and utilize each person's talents and strengths and better serve our community. Applications from qualified candidates of all backgrounds are encouraged for this posting.