



**YWCA**  
REGINA

A TURNING POINT  
FOR WOMEN  
UN POINT TOURNANT  
POUR LES FEMMES

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## Director of Kinship & Staff Development – Women’s Housing, YWCA Regina

### Job Description

The YWCA Regina exists to support all women and families in the realization of their full potential to benefit the community as a whole. We work to ensure that

- Women and families are safe, secure, and free from gender-based violence.
- They have access to safe, affordable and stable housing.
- They are empowered and supported in accessing tools to navigate social systems to advance their wellness, and are thriving, respected and valued throughout the process.
- The community benefits from the full and equal inclusion and advancement of women and families because their experiences and perspectives are built into the foundation of society.

Further, “YWCA Regina is committed to anti-colonial, anti-racist practice and to a workplace that prioritizes cultural safety. In particular, YWCA Regina acknowledges and accepts that our social systems, communities, and often our interpersonal relationships are corrupted as racism against Indigenous peoples prevails throughout the fabric of Canadian society. The Association is committed to systemic change and to actions that further justice, truth, and reconciliation for Indigenous peoples and the society as a whole.” (YWCA Policy Manual).

### Position Description

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Under the supervision of the Senior Director of Women’s Housing, and in collaboration with the YWCA Women’s Housing leadership team, this position will have full depth knowledge of our services. This position is responsible for the smooth, trauma-informed delivery of supports to the women and children using our services, and for being a resource and support for our hard-working staff of professionals.

### Responsibilities:

#### 1. Staff Development:

This person supports and develops the overall quality and cultural relevancy of programming, as well as constantly nurturing a supportive community among staff and women. Activities include:

- Coaching, hiring, training, and supporting staff;
- In consultation and collaboration with the Sr. Director of Indigenous Relations and Manager of Training and Development this position will help access resources, facilitate, develop and incorporate Indigenous ceremony into our services;
- Provide meaningful and effective support for staff to problem-solve and advocate for women and their children;
- Ensure budgets are well-developed, on track, and that reports are completed in a timely manner;
- Lead the development, consistency and centralization of department policies and procedures; and

- With the HR Coordinator, this position will have responsibility for staff supervision, development, performance evaluation, and performance improvement, as necessary.

## **2. Education:**

This position will support the work of the Manager of Training and Development, and based on feedback from the Women's Housing Leadership Team and staff, this position will coordinate the implementation of a department-wide training plan and mentorship program.

## **3. Program Development:**

This person will ensure ongoing program development and partnerships in the area of Domestic Violence, Homelessness, Human Trafficking, Poverty, Addictions and Mental Health, Family Violence and issues arising in the community. Activities include, but are not limited to, the following:

- Research and implementation of service delivery models
- Maintain on-going funding relationships and grants including reporting and yearly applications
- Community Coordination with other agencies and funding bodies

**To apply:** Submit resume and cover letter to Cora Sellers, Senior Director of Women's Housing by email at [coras@ywcaregina.com](mailto:coras@ywcaregina.com) by January 26, 2021. Only selected candidates will be contacted