



WISH
Drop-In Centre Society

Job Posting (Internal/External)

MAP Van Manager (Full-time, Permanent)

Posting Closes: Open Until Filled

ABOUT WISH

WISH is the largest sex worker advocacy organization in Canada. For more than thirty-five years WISH has offered a safe place of respite for cis and trans women involved in street-based sex work. The women who access WISH services and programs are some of the most marginalized people in Vancouver; experiencing extreme poverty, homelessness, social exclusion, violence, racism, discrimination and the relentless effects of current and past trauma. WISH Drop-in Centre Society is a women and people of marginalized genders, including Two-Spirit, trans, and non-binary, organization and space.

The **MAP Van (Mobile Access Project)** provides outreach services to women working on the street every night and every day, 365 days of the year. Many sex-working women work in areas of the city where there are few or no services open late at night. These women are extremely vulnerable, and often targeted. For more information about WISH: <https://wish-vancouver.net/>

JOB SUMMARY

WISH is in the midst of a considerable growth and is in search of a **highly motivated, progressive and experienced MAP Van Manager with the proven ability and drive to lead teams and manage change**. In addition, the Manager will play an active community liaison role and is expected to be well-versed in communicating the needs of street-based sex workers in community-based partnerships/committees.

Your main objectives are to ensure the safe and sustainable operation of the MAP Van for the benefits and safety of women working Vancouver's street-based sex trade; and to mark and report trends and policy impacts affecting street-based sex workers with the aim of contributing to an increase in safety. You will achieve this through recruiting, leading, training, and supporting a team of regular and casual unionized staff alongside the current MAP Van Supervisor. **You will report to the Director of Programs and work in close collaboration with other program managers to advance WISH's advocacy and policy initiatives.**

PRIMARY RESPONSIBILITIES

- Develop, implement, and maintain all MAP Van operations, policies, logistics, and processes in collaboration with other relevant Program Managers.
- Develop and maintain necessary HR systems and/or templates and manage all MAP-related HR functions and responsibilities as outlined in the Collective Agreement.
- Prepare agendas, co-chairs regular monthly MAP Van staff meetings to ensure ideal participant support and MAP operations and represents the MAP Van at regular and ad hoc planning/programming meetings.
- Ride along with MAP approximately twice a month to provide supervision, support, and to maintain front-line knowledge/experience of the work, issues, and trends.
- Being on-call; on-call rotation will be determined in collaboration of the MAP Van Supervisor.
- Provide insight, support, and/or follow-up with staff and/or participants in the case of critical incident, bad date report, missing persons or other serious situations, if required.
- Liaise with other WISH program staff to allow for information-sharing and to facilitate ideal, WISH-wide care for street-based sex workers accessing WISH.

- Prepare quarterly narrative reports and monthly statistical reports, as required by MAP Van funders.
- Contribute to grant writing and WISH promotional writing, as operationally required.
- Participate in relevant community meetings, outreach events and advisory/multi-stakeholder bodies.
- Other relevant duties as assigned.

QUALIFICATIONS AND REQUIREMENTS

- A valid driver's license (required).
- Minimum 3 years experience in managing change and growth within programs and/or organizations and direct managerial and supervisory experience of 12+ persons, leadership skills, and program management abilities are required is required.
- Minimum 3-5 years' experience working in front line social service delivery is required.
- Supervisory experience in a unionized environment, social services and/or the DTES is an asset.
- Work experience at WISH and in the MAP Van Program and able to maintain good relationship with the staff is considered a great asset.
- Experience working in the Downtown Eastside and strong understanding of sex work issues, health and safety issues, and related societal causal factors.
- Post-secondary education or training in social service work, counseling, or related social sciences is an asset.
- A strong feminist analysis of violence against women with an understanding of power and its intersection with gender, race, culture, class, ability, sexual orientation, and age as well as all forms of systemic barriers and oppression based on experiences of colonization, religion, culture, ethnicity, and heritage.
- Must be available for flexible working hours, including evenings and weekends.
- Excellent interpersonal skills (de-briefing, active listening, conflict resolution, de-escalation, problem solving, and direct support) are essential.
- Demonstrated ability to build an inclusive collaborative team environment and a positive and proactive attitude to lead a team's adaptability to growth and change are essential.
- Effective communication skills, both verbal and written, including strong computer literacy in Microsoft Suite (SharePoint, Word, Excel, etc.) and Slack.

COMPENSATION & WORK ENVIRONMENT

- This is a non-unionized position, permanent, full-time position (40 hours/week).
- Compensation range is \$60,694.40 - \$78,894.40/annual, commensurate with experience and ability
- WISH offers an excellent benefits package (entirely paid by WISH) including employee insurance (medical, dental, life, accident and long-term disability, employee assistance program) following a three-month waiting period.
- We offer a competitive vacation package, paid meal break, flexible work arrangements, and health and wellness days paid every year.
- We recognize 13 paid statutory holidays during the year.
- We offer a welcoming, team-based office culture in a location that is close to transit.

APPLICATION DETAILS

- Please submit a **COVER LETTER** and **RESUME** to the **WISH Human Resources Manager** at hr@wishdropincentre.org
- **Women with lived expertise in sex work, Indigenous women, Black women, women of colour, trans women, and members of other equity-seeking groups, are particularly encouraged to apply.**

We thank everyone for their application!