



Job Description

Manager, Sex Worker Engagement Project

(Due to the nature of the role, this position is open to Indigenous self-identified women and Indigenous Two-Spirit people only)

Position Title: MANAGER, SEX WORKER ENGAGEMENT PROJECT
Reports to: Senior Manager, Indigenous Engagement & In-reach
Job Location: WISH Offices (Vancouver BC), with some work from home opportunity

JOB SUMMARY

Reporting to the Senior Manager, Indigenous Engagement & In-reach, the Manager, Sex Worker Engagement Project will work in close collaboration with the Director of Direct Services, the Director of Participant Engagement and the management teams of all WISH programs to operationalize a sustainable, culturally safe overdose prevention model for Indigenous women, gender-diverse, and Two-Spirit current and active sex workers at WISH. During the one-year term, the position is responsible for the coordination and completion of the overdose prevention project within the allocated budget, timeline, and scope. The position requires a hands-on approach, working closely with WISH participants and staff. The Manager, Sex Worker Engagement Project will ensure that street-based sex workers' needs, voices, and expertise are consistently centred while fostering culturally-based equity for the individuals WISH serves.

The position is part of a one-year project funded by the First Nations Health Authority (FNHA) focused on developing an overdose prevention model that integrates with WISH's Indigenous Health & Safety Program, and is developed and delivered in collaboration with Indigenous organizational partners with expertise in holistic and culturally responsive harm reduction, mental health, and addictions support for Indigenous women and Two-Spirit people.

ABOUT WISH

Based in Vancouver's Downtown Eastside, WISH is the largest sex worker support organization in Canada. For more than thirty-five years, WISH has offered a safe place of respite for women and gender-diverse people involved in street-based sex work. WISH Drop-in Centre Society is an organization and space for women and people of marginalized genders, including Two-Spirit, trans, and non-binary. For more information about WISH and our programs and services, visit our website: <https://wish-vancouver.net/>

During the unprecedented two+ years of the pandemic, WISH was required to quickly pivot and implement new programs and services to fill critical sanitation and overdose prevention gaps left by neighbouring community changes and closures, subsequently experiencing considerable growth in a relatively short time. As a result, we embarked on an organizational “reset” to reprioritize the needs of street-based sex workers through restructured programming and services. Additionally, we completed a full-scale Organizational Development Review, designed to evaluate our workplace culture, identify opportunities to improve our work and staff supports, and implement actionable changes to strengthen our service delivery. As we continue to transition from our temporary emergency response, with now more than 200 staff, 100+ volunteers and a growing number of programs and services, we are seeking the additional support and guidance of an experienced, dynamic non-profit leader to join the participant engagement team.

DUTIES & RESPONSIBILITIES

Project Leadership:

- Lead a one-year research and design project to develop a sustainable and culturally safe model of overdose prevention for Indigenous women and Two-Spirit current and active sex workers at WISH
- Develop and implement the workplan for the overdose prevention model based on a collaborative, multi-stakeholder process
- Consult with WISH’s staff, participants, peers, and in-residence Elder to understand what training, supports, and infrastructure are needed for frontline staff to work effectively and appropriately with current and active sex working Indigenous women and Two-Spirit participants who are using drugs
- Organize a WISH advisory group to shape a sustainable and culturally safe model of overdose prevention for current and active sex working Indigenous women and Two-Spirit participants, including staff, participants, peers, Elders, and new and existing Indigenous organizational partners
- Coordinate and facilitate interviews, focus groups, surveys, and other feedback mechanisms for the advisory group and other stakeholders to provide input into the design of the overdose prevention model
- Incorporate the co-location of services provided in collaboration with Indigenous organizational partners
- Collaborate with FNHA and Vancouver Coastal Health (VCH) and their resources to support the overdose prevention model
- Ensure ongoing monitoring and evaluation of project outputs and outcomes
- Solicit ongoing feedback from staff, participants, peers, and Elders on the implemented overdose prevention model and incorporate suggested improvements as appropriate
- Provide timely information to the Senior Manager, Indigenous Engagement and Inreach to ensure the project is effectively managed
- Collaborate with the finance department to ensure the project is delivered within the budget, timeline, and scope of the contract

Communications & Relationship-Building:

- Centre the experiences and voices of current and active Indigenous sex workers when participating in community and stakeholder meetings, committees, conferences, workshops, seminars, and presentations
- Develop and maintain effective working relationships with Indigenous organizations and stakeholders with expertise in culturally-grounded harm reduction, mental health, addictions, and primary care

Administration:

- Implement and maintain appropriate recordkeeping practices
- Provide administrative support to the team and use project management techniques to track progress and development
- Ensure alignment to WISH's mandate, vision, values, policies, and procedures
- Participate and contribute to staff meetings

QUALIFICATIONS & SKILLS

- 7 to 10 years of recent related experience in qualitative research; program design, implementation, and evaluation; and culturally safe harm reduction approaches and mental health and addictions work
- Lived experience in the sex industry is an asset
- Experience in traditional and non-traditional education, including training and education in community development, conflict resolution, and facilitation of Indigenous cultural competency
- Experience in and knowledge of the Downtown Eastside (or similar community), including its services, networks, issues, and policies
- Knowledge and understanding of Indigenous culture, history, and ways of being
- Knowledge and understanding of the Final Report of the Truth and Reconciliation Committee (TRC), the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG), and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP)
- Knowledge and understanding of the sex work community and the sex workers' rights movement
- Knowledge and understanding of policies and legislation that affect the sex worker population, including the impact of poverty reduction, substance use and misuse, houselessness, gender-based violence, etc.
- Knowledge and understanding of how and why Indigenous women and Two-Spirit sex workers are disproportionately impacted by the toxic drug crisis
- Strong feminist analysis of violence against women with an understanding of power and its intersection with gender, race, ethnicity, culture, class, ability, religion, sexual orientation, and age
- Strong proficiency in using Microsoft Office (Outlook, Word, SharePoint, Excel, PowerPoint) to report, model, and present information
- Strong analytical, problem-solving, and decision-making skills with the ability to identify trends, establish benchmarks, and provide credible analyses and recommendations
- Strong organizational and time management skills with an attention to detail
- Strong interpersonal, communication, and presentation skills with the ability to professionally connect with and influence a diverse group of individuals, including media and government stakeholders
- Strong leadership skills with the ability to lead projects and work with diverse individuals to identify issues, design solutions, and evaluate results
- Advocate for and apply principles of justice, equity, diversity, and inclusion, and belonging in all aspects of their work, including the incorporation of a gender-based and decolonial lens
- Master's Degree or equivalent of experience in a relevant field such as Social Work, Social Justice, Community Development, Gender Studies, etc. Is an asset but not required