



April 14, 2026

Job Posting #: 01_2026_AC

EXTERNAL AND INTERNAL JOB POSTING

Nelson CARES Society – Advocacy Centre

Position: Community Based Victim Services Support Worker

Location: Nelson, BC

Classification: Permanent Part-Time

(21 Hours/week. Hours may be subject to change depending on funding)

Nelson CARES Society (NCARES) is a not-for-profit organization that provides programs and initiatives housing, employment, legal information and support services. The Advocacy Centre provides legal information and advocacy to low-income residents of the West Kootenay region and supports to victims of relationship and sexual violence.

Job Summary: The Community Based Victim Services (CBVS) Support Worker provides emotional support, referrals, information related to the justice system and advocacy to adult victims of violence in relationships, sexual assault, criminal harassment and survivors of childhood physical and sexual abuse; child and youth victims of physical and sexual abuse; child and youth witnesses of violence in relationships.

Duties and Responsibilities:

- Provides emotional support, practical assistance, information and advocacy services to individuals who meet the program mandate. Services may also include, but are not limited to, crisis intervention, problem-solving, criminal and/or family court orientation and accompaniment, child protection advocacy and third-party reporting.
- Responds in a timely way to requests for service through drop-in, telephone, and scheduled appointments, including provision of intake, assessment and referrals.
- Makes appropriate referrals to other community services to ensure an effective continuum of community support.
- Maintains up-to-date, accurate and appropriate reporting on forms, client files, and monthly data and statistical record keeping systems.
- Maintains a current knowledge of issues related to intimate relationship violence and sexual assault, especially concerning the criminal justice system.
- In collaboration with the Community-Based Victim Services Program Coordinator carries out community coordination activities, including protocol development.
- Fosters and maintains a collaborative working partnership with the police-based victim assistance programs (RCMP and Nelson City Police), according to the provincial mandate and local protocol.
- Develops and maintains good working relationships with other victim serving programs and members of the justice system; consults and liaises with community agencies and community members; participates in community groups concerned with ending violence and victimization.
- Participates in public education activities and events designed to raise awareness of victim issues in the community.

Education and Skills:

- Bachelor of Social Work degree, or related post-secondary education, or equivalent training and experience.
- Training in victim services and crisis intervention.
- Significant experience in the area of gender-based violence and violence against women, including sexual and physical violence and childhood abuse.
- A feminist, anti-oppression analysis of gender-based violence and violence against women and an understanding of the potential systemic discrimination against victims of crime.
- Knowledge of the criminal justice, family justice, medical, and social service systems, with and understanding of how they can impact victims of physical and sexual violence.
- Knowledge of the Child, Family and Community Services Act and relevant child protection policies and procedures as they affect those who have experienced intimate relationship violence.
- Experience in workshop presentation and facilitation.

Job Skills and Abilities:

- Excellent verbal, written, and interpersonal communications skills.
- Excellent facilitation and presentation skills.
- Demonstrated ability to work with clients who may have experienced trauma and marginalization, with sensitivity to gender, sexual orientation, racial, age, income, ethnic and cultural considerations.
- Excellent negotiation skills and strong problem-solving skills.
- Demonstrated computer literacy.
- Ability to prioritize and manage time effectively, to work under pressure, to meet deadlines.
- Good knowledge of community resources.
- Awareness of and willingness to work on personal issues as they arise.
- Mindfulness of one's own victimization and/or privilege, and how these impact the work.
- Demonstrated respect for diversity and an awareness of the inherent presence of biases respecting race, class, gender, dis/ability, and sexual orientation that can negatively impact victims.

Employment Requirements:

- Valid B.C. Driver's License and reliable personal vehicle available for work (preferred)
- Satisfactory Criminal Record Check (to be completed upon hiring)

Compensation : **\$30.95 per hour (Grid Level 12, Step 1) plus health spending account**
Hours : **21 hours/week (subject to change depending on funding)**
Start Date : **May 11, 2026**
Application Deadline : **On or before 4 pm April 20, 2026**

Please e-mail a cover letter and current resume with e-mail addresses of three professional references to:

Advocacy Centre Manager

Email: advocacycentre@nelsoncares.ca

(Please quote position and job posting number on subject line)

Nelson CARES Society is an equal opportunity employer. Only short-listed external candidates will be contacted. All internal applicants will be contacted as to the status of their applications.