JOB POSTING
Manager, Violence Against Women (VAW) Program
(Full-time, Permanent)

Catholic Crosscultural Services (CCS) is a settlement agency providing a wide range of services to immigrants and refugees regardless of race, religion or status.

We are searching for a full-time Manager, VAW to lead programs that provide women who are facing violence and abuse with the support they need to leave abusive situations. This includes safety/needs assessment and risk management, crisis intervention, counselling, housing, mental health, system navigation and other services.

If you want to apply your skills, experience, and talents to an organization that is making a difference in the lives of newcomers then this is the opportunity for you!

Why join us?

We ensure our employees are reflective of the diverse clientele that we serve. We thrive on supporting our community, performing meaningful work, learning from our colleagues, making a difference and having fun!

What you will be doing:

- Coordinate and manage VAW, Transitional Housing and Mental Health program delivery, evaluation and strategic issues to ensure community needs, agency goals and funder expectations are met
- Recruit, train and supervise employees
- Ensure delivery of trauma-informed, culturally responsive services that recognize unique barriers faced by women from diverse cultural backgrounds
- Oversee the day-to-day management of CCS office location(s) as required
- Coordinate the provision of service at various off-site locations
- Develop, implement and evaluate long-term and short-term program plans
- Participate in proposal and funding development
- Prepare and submit accurate and timely statistical and narrative program reports on a regular established and ad hoc basis
- Manage the project budget
- Work closely with the Director, Skills, Community & Women's Services to ensure CCS is delivering relevant and efficient services which address the needs of the newcomer community
- Supervise, direct and evaluate the work of the VAW, Transitional Housing and Mental Health team
- Supervise, direct, and evaluate the work of project staff (e.g. summer students, student placements, volunteers)
- Provide clinical consultation to the team, participate in and organize case conferences as needed
- Determine staffing requirements based on current and future agency needs, identifying potential skill gaps, turnover, staff secondments and promotions
- Ensure staff training and foster a culture of continuous learning and improvement
- Lead employees to meet the organization's expectations for productivity, quality, continuous improvement, and goal accomplishment
- Maintain transparent communication; appropriately communicate agency information through team meetings, one-on-one meetings, email, and regular interpersonal communication

What are we looking for?

- Undergraduate or Master's degree with a specialization in social sciences, social work, psychology, humanities, or equivalent combination of education and experience in a related field
- 3 to 5 years of experience, preferably in a non-profit environment
- Minimum of three years of experience managing and leading teams
- Experience in Violence Against Women Services

- Demonstrated interpersonal and cross-cultural communication skills required to work with clients, team members and the general public
- Strong knowledge of and sensitivity to issues of women abuse, domestic violence and settlement including, social and educational issues and barriers experienced by newcomer families
- Able to apply a trauma-informed, intersectional, antiracist, and anti-oppression lens to the work
- Possession of a valid Ontario Driver's License and access to a car is an asset.
- Ability to manage multiple priorities and work well under pressure to meet deadlines
- Ability to establish and maintain productive working relationships with other community-based organizations and stakeholders
- Excellent written and verbal communications and analytical skills
- Demonstrated ability to write funding proposal and reports

Why work with us?

We've got the purpose, the people and the perks you need for a fulfilling career. Here's what you get when you're a permanent employee:

- Competitive compensation, paid sick time, employee recognition programs, and a great workplace culture!
- We offer a secure retirement pension for our employees through our participation in the CAAT Pension Plan. CAAT gives our employees peace of mind, knowing that they are building a secure and predictable pension while they work. Learn more about the CAAT Pension Plan: www.caatpension.ca/pensionsfortalent.
- Comprehensive group benefit plan to support your well-being from day one that is paid in full by CCS! This includes extended health care, dental care, life insurance, accidental death and dismemberment coverage, long-term disability and an Employee Assistance Program (EAP).
- Support in your personal and professional growth with training, mentorship and more – because when you thrive, we thrive.
- An inclusive workplace culture and environment that encourages creativity, curiosity, and celebrates success!

Location: Peel, ON
Compensation: $41.69 - $43.98 based on experience
Hours of work: 35 hours per week including evenings, weekends and occasional overtime is required.
How to apply: Please refer to the CCS job portal on https://ccs.sutihr.com/jobs requisition code P475.
Application Deadline: November 20 2026

CCS is committed to a workplace that reflects the diversity of the populations we serve. We seek applicants who will strengthen our commitment to diversity, equality, and inclusion. We encourage qualified candidates from Indigenous, Black and other racialized persons, visible minorities, 2SLGBTQIA+ persons, all genders, and persons with disabilities to consider working with and for CCS.

Accommodations are available on request for candidates taking part in all aspects of the selection process. Please contact hr@ccscan.ca for assistance.

We strongly encourage all those who are interested to apply, even if they do not meet every requirement!

Screening & Vacancy Information:
We use AI-enabled tools to assist in sorting and screening job applications based on matching skills and qualifications. Human recruiters review these results and make all final hiring decisions.