



New Westminister Police Department

Crisis Intervention Worker Competition #21-P5

DEPARTMENT:	Victim Services Unit	STATUS:	Auxiliary
NO. OF POSITIONS:	Three	UNION:	CUPE, Local 387
HOURS OF WORK:	Varied – including scheduled and on call shifts*	SALARY:	\$28.54 to \$33.54 per hour Plus 12% in lieu of benefits and vacation

We are seeking qualified individuals to assume the role of Crisis Intervention Worker with the New Westminister Police Department, on an auxiliary basis. This is specialized work in providing support services to those impacted by crime and/or trauma. You will be responsible for providing crisis intervention support, information and referrals at the scene of crimes and over the telephone to victims of domestic disputes and other serious incidents, as well as follow up services. You will be required to document services provided and maintain records related to the work; and perform other related duties as required.

REQUIREMENTS:

- Completion of Grade 12, preferably supplemented by courses in the field of social science, plus considerable related experience; or an equivalent combination of training and experience as acceptable to the employer may be considered.
- Considerable knowledge of program objectives, policies and procedures and of the services provided to victims and witnesses of crime and trauma.
- Awareness of the rules and procedures with respect to the handling of confidential information.
- Considerable knowledge of principles, practices and terminology used in documenting client contacts and maintaining related files.
- Considerable knowledge of crisis intervention and follow-up support practices and techniques related to the work performed.
- Willingness and ability to adapt to the dynamic needs of the position as well as Department.
- Sound knowledge of services available through community agencies and organizations.
- Working knowledge of police procedures as they relate to the work performed.
- Ability to use appropriate judgement and make sound decisions in a high-pressure environment.
- Ability to effectively assess risk, provide direct crisis intervention and follow-up services to victims and witnesses of crime, trauma and family problems.
- Ability to establish and maintain effective working relationships with a variety of internal and external contacts; as well as the ability to work in a team environment and demonstrate good customer service skills.
- Ability to communicate effectively, both orally and in writing, and to prepare a variety of work related documentation.
- Ability to use standard computer programs, software and office equipment.
- Valid Class 5 BC Driver's License.
- Must be within a 30 minute response time to the New Westminister Police Department when on call.
- The successful candidate must be able to pass and maintain a background security clearance.

*Once training has been completed, the successful applicants must be able to work non-standard shifts which may include: evenings, weekends, Statutory Holidays and on call. Daytime availability is considered an asset. Shifts are scheduled based on operational needs.

In addition to your cover letter and resume please attach a separate Word or PDF document answering the following four questions: 1) What interests you in working with the NWPDP? 2) Why have you chosen to apply to work with Victim Services? 3) What are your long term career goals and how does this position help you obtain those? 4) What do you enjoy most about your current (or last) position? What do/did you do enjoy the least?

Apply by sending the above mentioned documents quoting **competition #21-P5**, by **November 1, 2021** to the New Westminister Police Department via email at hr@nwpolice.org.

To support a workforce that reflects the diversity of our community; women, Indigenous Peoples, racialized individuals, persons of diverse sexual orientation, gender identity or expression (LGBTQ2S+), persons with disabilities, and others who may contribute to diversity of our workforce, are encouraged to express their interest. New Westminister is on the unceded and unsundered land of the Halq'emýelem-speaking peoples. It is acknowledged by the City that colonialism has made invisible their histories and connections to the land. We are learning and building relationships with the people whose lands we are on.

We thank all applicants for their interest and advise that only those selected for an interview will be contacted.

This position is only open to those legally entitled to work in Canada.