



EXECUTIVE DIRECTOR POSITION

Peers Victoria is looking for an Executive Director to lead the operations of Peers Victoria Resources Society. The Executive Director reports to the Board of Directors and works in partnership with the Director of QomQem who leads Indigenous programs. QomQem is a growing subset of Indigenous-led services operated in administrative and operational partnership with Peers Victoria. The Executive Director works in a team-based way with the program directors and other leaders in the organization to oversee revenue of approximately 2.5 million and to provide support to over forty-five program staff and contractors delivering on-site, outreach and housing-based services in Lekwungen territories.

Peers Victoria is a peer-focused organization that has been working with Victoria sex workers since 1995. Organizational values focus on the prioritizing knowledges based in lived experience, harm reduction, social justice and a rights-based approach to the sex industry. The organization has funding from the federal government (Reaching Home, Health Canada, Public Health Agency of Canada, Women and Gender Equality Canada), the provincial government (Island Health, BC Gaming, Civil Forfeiture, First Nations Health Authority, Provincial Health Services Authority, Community Action Initiative), local/municipal funders (City of Victoria, Victoria Foundation, United Way, SW, CENENITEL Foods Initiative) and other foundations (Canadian Women's Foundation, Indigenous People's Resiliency Fund) and private donors.

Peers Victoria provides a diverse range of outreach and in house services for current and former sex workers in the region, including housing, harm reduction, health care, social-educational groups, clinical counselling, violence prevention and response and other supports. We do this work with a focus on lived experience/peer training, decolonial practice, harm reduction, and rights based, social equity-oriented approaches. We are a member of the working group for the development of a provincial bad date and aggressor reporting system along with Wish Drop-in Centre Society, Pace Society, SWAN Vancouver Society, and Living in Community.

While the focus of the organization is on providing services to people in the sex industry, through a contract with Island Health, Peers Victoria provides housing overdose prevention and peer services (HOPPS) in three BC Housing sites for the residents of these sites. We do this work because we recognize that many current and former sex workers live in BC Housing facilities, that we bring a valuable gender-based lens to harm reduction work, and we value coalitional opportunities related to drug user rights and ending the overdose crisis. Through a partnership with QomQem, Peers Victoria supports the delivery of Indigenous-led services to unhoused and precariously housed

Indigenous persons. We are engaged in this partnership because we value Indigenous-led services, and the teachings, traditions and leadership of local nations. We similarly recognize that many unhoused Indigenous persons, women and two-spirit persons especially, have experiences of sex work, sex trade or sexual exploitation.

Peers Victoria values non-hierarchical, team-based and collaborative approaches in the work environment, both within our team and between the organization and a range of community partners. We work in this way because we want to foreground the voices of lived experience, create opportunities for people of diverse backgrounds to lead social justice work, and we recognize that health and social services are stronger when there is partnership and collaboration between practitioners. We also work to build and maintain relationships with local and Island Indigenous nations to ensure that we are engaged in, and building, a decolonial practise within our organization that honours and holds up local laws and governance. We believe in partnerships that allow us to work across organizations and service sectors to address stigma, colonization, and other systemic marginalizations that are reproduced in health and social services. Employees of the organization value the social justice-oriented, flexible, team-based work environment, which allows them to exercise their leadership and knowledge, with support and guidance from the management team.

We are looking for an energetic, visionary, collaborative and skilled organizational leader. Reporting to the Board of Directors, the Executive Director will aid Peers in strategically realizing its Vision and Mission Statements. The key deliverables are to:

- Secure and maintain organizational revenue;
- Oversee the organizational budgets, and expenditures in accordance with contracted and funder expectations;
- Ensure organizational operations and policies are based on organizational values and strategic planning;
- Support and supervise employees, contractors and volunteers;
- Collaboratively manage day-to-day program delivery, facilities, and human resources;
- Foster a respectful, team oriented and collaborative organizational culture;
- Enhance the range and quality of Peers' programs and services;
- Build strong partnerships and networks and seek out opportunities to work in partnership with other local health and social services;
- Continue to build and maintain respectful and reciprocal relationships with local Indigenous nations; and
- Enhance and maintain Peers' profile in the community.

The ideal candidate will have demonstrated management and leadership experience (3+ years), a postgraduate degree (such as MSW, MA, MPA) related to health and social services (or equivalent experience), and advanced knowledge related to one or more of sex work in Canada, harm reduction, decolonial practice, evidence-based health and social service delivery, peer-led services, gender diversity, and sexual health. The candidate will have experience in the non-profit sector obtaining funding and reporting to a Board of Directors and government and other funding agencies. Experience delivering health and social services is an asset.

Candidates must have proven proposal-writing and fundraising capabilities; strong verbal and written communication skills; a proven ability to manage, support and motivate staff, contractors and volunteers through evidence based human resource practise; and the

ability to connect directly with the service population in the region to foster relationships and assess the efficacy of Peers' ongoing service delivery and related initiatives.

Details regarding the salary and benefit package associated with this position are available to those who inquire.

If you are interested in this community leadership opportunity, please submit a resume and cover letter to theboard@peers.bc.ca. Application review will begin February 10, 2023, with the goal of beginning interviews in the week of February 20, 2023. The position will remain open until filled and we welcome inquiries.

The outgoing Executive Director is available to work with the incoming Executive Director for knowledge transfer in the first six months.

Applications from individuals with direct experience in any aspect of the sex industry are particularly welcome. We also encourage applications from Indigenous persons, people, people of color, LGBTQ2SI persons, and people with disabilities. While we value lived experience within the organization, those who have the required skills and experiences and are passionate about peer-focused, rights-oriented services are also welcomed to apply.

Peers Victoria thanks all applicants for their interest. All applications will be acknowledged with receipt of confirmation. Short listed applicants may be asked to provide a writing sample and prepare a verbal presentation for the hiring committee.