



Employment Opportunity

Open to internal and external candidates

Position:	2 Full-Time (35hr/Week) Anti-Human Trafficking Crisis Counsellor/Navigator
Position Type:	Contract ending March 31, 2026
Salary Range:	\$55,000
Reports to:	Manager of the Sexual Assault and Anti-Human Trafficking Programs
Application Deadline:	May 25, 2026
Application Process:	Submit resume and cover letter to resumes@vspeel.org

*****PDF FORMAT ONLY***** Applications in formats other than PDF will not be opened.

VSOP is committed to equity, diversity, and inclusion. People from equity-seeking groups and those with are strongly encouraged to apply and self-identify. We are particularly interested in people with lived experience for this position. If we contact you, please advise us prior to the interview should you require any accommodation.

Victim Services of Peel (VSOP) is a registered charity dedicated to providing comprehensive, trauma-informed, culturally responsive, 24/7 support to individuals and communities in Brampton and Mississauga, helping them cope with the impact of crime or sudden tragedies.

Position Summary

Anti-Human Trafficking Crisis Counsellors/Navigators work with community stakeholders, including Peel Regional Police, to provide immediate crisis counselling, emotional and practical supports and short-term crisis case management and navigation services to human trafficking victims and other victims of crime and tragic circumstances who may be at risk of being trafficked in Brampton and Mississauga. This position will also participate in educational awareness and community outreach activities.

RESPONSIBILITIES:

Client Services

- Accompany (as required) Peel Regional Police on probe investigations.
- Respond immediately to requests for services from the Peel Regional Police, community agencies, and survivors to provide crisis intervention, emotional support, and practical assistance to victims of human trafficking by attending the scene, safe location within the community, or providing assistance by phone.
- Conduct client needs assessments and provide referrals, linkages, and/or warm transfer to long-term case management programs.
- Assess safety concerns and critical care needs, develop/update individualized safety plans.
- Identify organizations offering vital services to HT victims for partnership development.
- Advocate and liaise with other community agencies to provide wraparound support.
- Attend bail court (when in-person service resumes) as required to advocate for victims.
- Complete applications, reconciliation, and uploading required documents/receipts for the Victim Quick Response Program Plus (VQRP+) in support of human trafficking clients.
- Work from a client centred approach, trauma informed, harm reduction, and anti-oppressive frameworks.
- Participate in regular monthly clinical consultation.
- Maintain confidential client files, accurately documenting intervention/case notes in database.
- Complete all required agency reporting including quantitative and qualitative data.
- Participate in evaluation processes.

Community Outreach & Advocacy

- Represent VSOP at a variety of community/stakeholder committees.
- Participate in conferences, workshops, seminars, and training sessions to maintain and develop job-related skills.
- Actively engage in periodic fundraising events, representing the agency and supporting the event.
- Attend and present at periodic community events such as community booths, education sessions, training of new police recruits & awareness presentations
- Participate in designing training modules and related materials on Victim Services of Peel's Anti-Human Trafficking model.
- Participate in hosting and delivering training workshops and webinars to community organizations and Victim Services locations to build capacity within the victim services and broader social services sector.

EDUCATION:

- College or university diploma/degree in social or human services field including, but not limited to Social Work, Social Service Worker.

EXPERIENCE AND KNOWLEDGE:

- Individuals with lived experience as a human trafficking survivor are strongly encouraged to apply.
- One to two years experience working within a community agency providing crisis intervention and emotional support along with client advocacy services, preferably with gender-based violence and human trafficking survivors.
- Knowledge and ability to work from a client-centered, anti-oppression framework that incorporates trauma-informed practice.
- Strong assessment, interviewing and crisis intervention skills, including suicide risk assessment and safety planning.
- Knowledge of the legal system (both criminal and family law), human trafficking, harm reduction, and trauma.
- General knowledge of the social service system and Anti- Human Trafficking community resources in the Region of Peel.
- Bilingualism and/or ability to speak languages predominant in the Region of Peel will be considered a strong asset.

SKILLS AND COMPETENCIES:

- Ability to maintain confidentiality, act with diplomacy and professionalism while exercising sound judgement in work with clients and external agencies.
- Flexibility, time management and multi-tasking skills.
- Exceptional communication skills
- Excellent interpersonal skills with the ability to use conflict resolution skills as necessary.
- Comfort working in a fast-paced environment which at times means working under pressure due to the nature of a crisis environment.
- Computer proficiency including Microsoft Office and experience working with a client database.

WORKING CONDITIONS:

- Position will require working from the VSOP offices, attending scenes or another safe location in the community, and attending VSOP court office as required and scheduled.
 - Successful completion of a Peel Regional Police detailed criminal background check and annual renewal check is required to secure and maintain employment.
- Shifts on a rotating basis including evening, weekend, occasional overnight and statutory holiday shifts.
- Access to a car/driver's license, Class 'G' License will be a **strong asset**. Minimum \$1 million auto insurance policy with public liability/property damage coverage-submit proof of insurance annually.

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