

Job Title: Intervention Worker

Immediate Supervisor: Housing Coordinator

Employment Type: On-call

Location: La Maison Akhwà:tsire – 1025 St-Hubert Street, Montreal, QC, H2L 3Y3

To Apply: <https://paq.bamboohr.com/careers/385?source=aWQ9MzU%3D>

About

PAQ is an Indigenous organization that supports First Nations, Inuit, and Métis people experiencing housing insecurity in Tio'tià:ke / Montreal. Using a culturally appropriate, empowerment- and harm-reduction-based approach, we provide housing options, accommodations, and services that promote well-being and healing and strengthen community. We work in partnership with other organizations and stakeholders to promote health and the right to housing for urban Indigenous populations.

To strengthen our intervention team, we are recruiting experienced Housing Support Workers.

Position Objectives

Under the supervision of the Services Coordinator, the Housing Support Worker provides intake, assistance, and support to Indigenous men and women experiencing difficulties who are seeking accommodation at Projets Autochtones du Québec (PAQ). By fostering a safe, inclusive, and respectful environment, the Housing Support Worker responds to residents' needs while contributing to community life and ensuring the smooth operation of the services provided. This position requires an approach centered on empathy, collaboration, and interventions adapted to Indigenous realities.

Duties and Responsibilities

- Conducts intake and admission for Indigenous men and women experiencing difficulties who are seeking accommodation at Projets Autochtones du Québec;
- Provides support and interventions adapted to residents' needs;
- Facilitates and contributes to group activities and a sense of community among residents;
- Maintains the stability, safety, and cleanliness of the premises and ensures compliance with PAQ rules and regulations;

- Serves meals and ensures the proper functioning of the community room;
- Responds to crisis or emergency situations and addresses residents' needs in accordance with PAQ procedures and services;
- Completes relevant documentation, statistics, and reports;
- Coordinates the completion of housekeeping tasks by residents to maintain cleanliness, while completing essential tasks that have not been done to ensure the premises remain clean;
- Participates in team meetings and training sessions;
- Offers scheduling flexibility and some availability to work replacement shifts;
- Performs any other duties assigned by the Coordinator or Team Leader, as required.

Required Values and Attributes

- Demonstrates an understanding of and commitment to reconciliation between Indigenous and non-Indigenous peoples in Canada;
- Enjoys meeting people from diverse backgrounds and traditions and building meaningful relationships with them;
- Demonstrates personal integrity and resilience;
- Energetic and motivated, with a positive attitude.

Knowledge, Skills, and Experience

- Minimum of six months of experience in intervention, social work, or another related field involving helping relationships;
- Lived or professional experience working with Indigenous communities or individuals;
- Bilingualism (French and functional English); knowledge of Indigenous languages is an asset;
- Education: College-level studies (minimum);
- Empathy;
- Problem-solving and initiative;
- Professional ethics;

- **Ability to work as part of a team;**
- **First Aid certification is an asset.**

Why Join Our Team?

- **Become part of a dedicated team committed to improving access to healthcare for members of the Indigenous community.**
- **Benefit from ongoing training in culturally relevant intervention and advocacy.**
- **Work in an inclusive, dynamic, and supportive environment that places community well-being at the heart of its priorities.**

At PAQ, although French is the primary working language, many of the Indigenous people we serve speak their Indigenous language as their first language and English as their second language, with French rarely used. In order to provide effective support, proficiency in English is required for this position. This requirement is based solely on the nature of the duties and the need to communicate effectively with our clients in accordance with Quebec language laws.

Only candidates whose applications meet the requirements will be contacted.

Indigenous candidates are strongly encouraged to apply.