

Job Posting: Rainbow Newcomers Connect Co-Facilitator (One Position)

Posting Date: January 1, 2025

Spectrum is a 2SLGBTQIA+ charity that is a sustainable, supportive, positive and safe space for people of all ages in the Waterloo Region. By providing resources, information, rainbow-related events, and programming, Spectrum works together with partners and allies to ensure a strong and inclusive community.

Spectrum aims to provide a diversity-friendly work environment and particularly encourages people of all ethnicities, genders, sexual/gender identities, cultural backgrounds, abilities and beliefs to apply. Spectrum welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

About the role

Rainbow Newcomers Connect meets on the second Sunday of each month from 4-6pm. This group is for 2SLGBTQIA+ adults aged 18+ who identify as newcomers. The Co-Facilitators will facilitate a two-hour discussion group once per month. The group's goal is to build resilience by increasing participants' social networks and sense of belonging.

The Co-Facilitators will be paid \$30 per hour for three hours of work each month the group runs (two hours for the group itself, and one hour for preparation and clean-up). This is a one-year contract with the possibility of renewal.

Co-Facilitators will require social and group facilitation skills and demonstrated empathy and sensitivity to the subject matter. Facilitators will be expected to welcome visitors, introduce them to others present, inform them of Spectrum resources if fitting, and facilitate and direct the conversations when necessary.

In addition, the Rainbow Newcomers Connect Co-Facilitators will sometimes write letters of support for refugee claims. These will include a description of how the applicant has interacted with Spectrum including an attendance record. This may involve separate meetings with the applicant outside of the Rainbow Newcomers Connect group meetings. These hours are also paid at \$30/hr but with no guaranteed number of hours each month.

Responsibilities & Requirements

- Social and group facilitation skills
- A genuine interest in people and their stories
- Emotional intelligence and emotional regulation
- Ability to make others feel comfortable and create a welcoming space welcome of all
- Active listening skills, being comfortable listening more than speaking
- Help to develop discussion topics for the group.
- Help to evaluate the success of the group by circulating evaluation surveys to group participants at the end of each session.
- Able to sit for prolonged periods
- Able to use a computer and/or cell phone for prolonged periods (including typing and reading)
- Able to travel to locations within Waterloo Region
- Available on these second Sunday of each month

Qualifications

- Must identify as 2SLGBTQIA+
- Should be someone who has lived experience as a newcomer and/or as a settlement worker
- Preference is 25 years of age or older
- Excellent communication skills
- Must have a successful police check for the vulnerable sector that is no more than six months old. Spectrum will cover the cost of a new check as needed.

Application

Please apply with a cover letter and resume to info@ourspectrum.com by 3 February, 2025.
Subject line: APPLICATION: NEWCOMERS CO-FACILITATOR.

We appreciate all applications. Only those selected for an interview will be contacted.