



## PeerNetBC is Hiring! Programs Circle, Facilitator

### Position:

- Community Developer, 21 hours/week
- Must have some availability Monday - Wednesday daytimes and be able to work some evenings and weekends in person

**Contract Length:** 1 year (with possibility of extension, funding dependent)

### Location:

- Predominantly working remotely with the option to work in the Downtown Vancouver office, located at 312 Main.
- Some in person work in the Greater Vancouver Area is required.
- Infrequent optional travel outside of Greater Vancouver.

### Compensation:

- \$32/hour, extended health benefits
- Paid Vacation and Personal/Sick Time off
  - Starting at 3 weeks paid vacation and 13 paid sick/personal days - all per year

### Hiring Timeline

- **Posting period:** Aug 14th - Sept 14th Selections: Sept 15 - Sept 25
- **Interview period:** Oct 6-9th
- **Starting date:** Oct 27 preferred, flexible





## Acknowledgement:

In keeping with our organizational values and the integrity of our work, we acknowledge that this job posting is written on the unceded territory of the Coast Salish peoples, specifically the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) and Səlílwətaʔ (Tsleil-Waututh) nations. We acknowledge that colonization exists, that without its violent impacts we would not be who we are and where we are today. We also recognize that Indigenous-led alternatives exist and that change is possible. We are committed to addressing power and privilege so that we can have these conversations, take action and do the work together.

## About PeerNet and our work:

Hi! We're The PeerNet Association of BC, or PeerNetBC. We are a registered non-profit and charitable organization that works to bring people with shared experiences, or peers, together to learn from each other. We are committed to our mission to provide training, resources, and support to peer-led initiatives across what is colonially known as British Columbia, Canada.

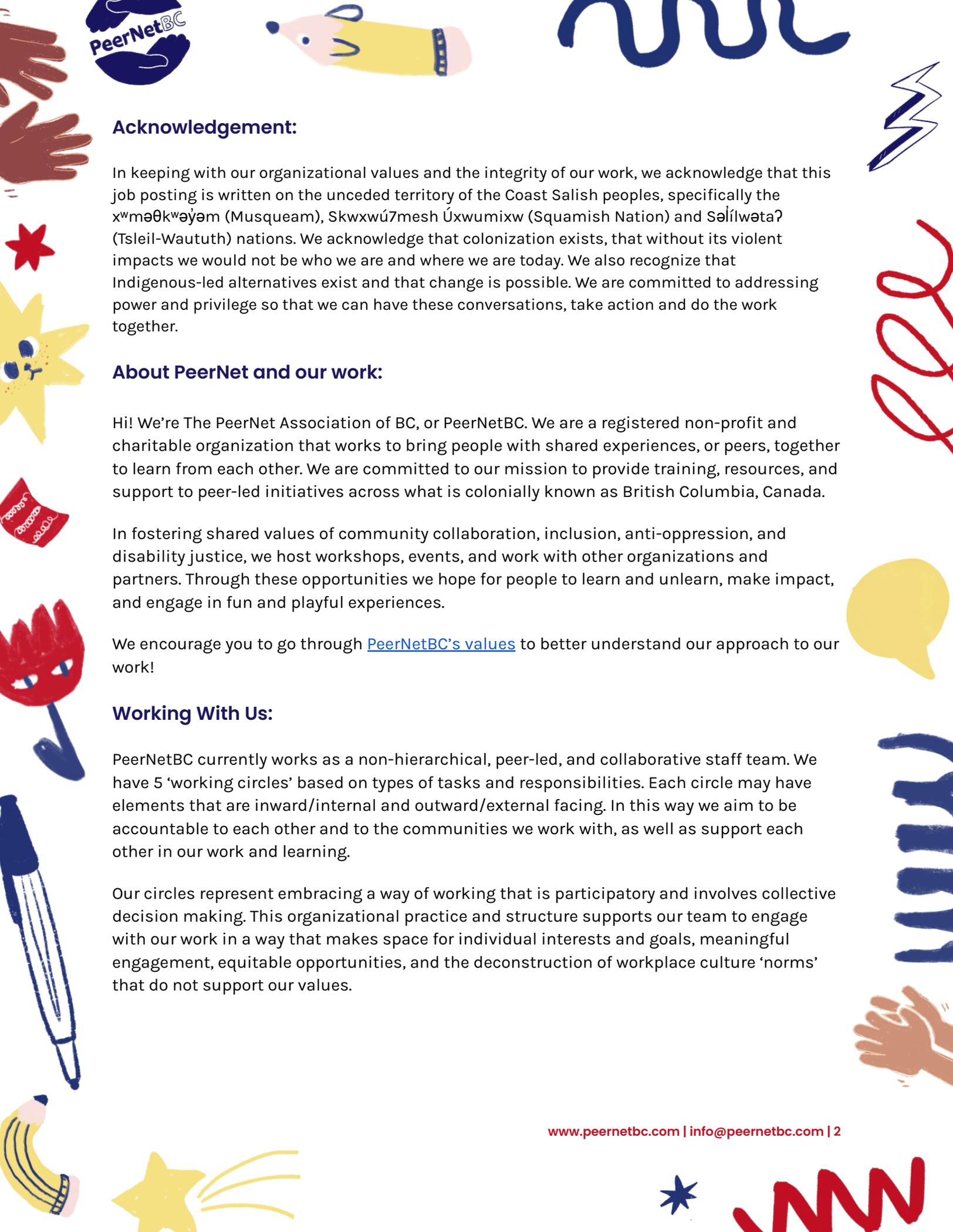
In fostering shared values of community collaboration, inclusion, anti-oppression, and disability justice, we host workshops, events, and work with other organizations and partners. Through these opportunities we hope for people to learn and unlearn, make impact, and engage in fun and playful experiences.

We encourage you to go through [PeerNetBC's values](#) to better understand our approach to our work!

## Working With Us:

PeerNetBC currently works as a non-hierarchical, peer-led, and collaborative staff team. We have 5 'working circles' based on types of tasks and responsibilities. Each circle may have elements that are inward/internal and outward/external facing. In this way we aim to be accountable to each other and to the communities we work with, as well as support each other in our work and learning.

Our circles represent embracing a way of working that is participatory and involves collective decision making. This organizational practice and structure supports our team to engage with our work in a way that makes space for individual interests and goals, meaningful engagement, equitable opportunities, and the deconstruction of workplace culture 'norms' that do not support our values.





## About The Circles:

There are 5 working circles at PeerNetBC. **Programs circle is the circle currently hiring.** The Programs circle encompasses internal projects, custom workshops, collaborations, and various forms of community engagement. It is focused on service delivery and is grounded in anti-oppressive, decolonizing, peer support-based, and disability justice lenses, in order to facilitate personal and community change. This framework means doing our work in a way that is in alignment with and uplifts the work of folks doing labour in the margins, especially with intersections of Black, Indigenous, and folks of colour.

As the more externally-oriented circle, Programs often serve as the frontline link between our connected communities and the PeerNetBC team as we seek to meet requests for capacity-building work in meaningful ways.

While working in the Programs circle, you will also get to work with the other circles at PeerNetBC:

- Peer-Led Governance
- Staff Support & Culture of Care
- Administration & Operations
- Communications

All members of the PeerNetBC staff team work with more than one primary circle. For this hiring round, we are looking for someone with experience and interests relevant to both the Programs circle, as well as at least one other of our circles.

## The Role:

We encourage applicants that identify with multiple-marginalized, intersectional identities such as: Youth (under 30), BIPOC, disabled, 2SLGBTQAI+, neurodivergent.

## Key Responsibilities:

### Workshop Development & Delivery

- Design and deliver custom community and youth workshops to peer-based groups, as well as part of larger events and ongoing trainings
- Host and deliver in-house standard community workshops of our core curriculum for PNBC members & our wider community (usually 2x/year)
- Collaborate with other Program circle members to review and revise core workshop curriculum on an ongoing basis to ensure content is relevant, up to date, and informed by community



### Hosting Co-Management

- Collaborations are groups we have partnered with to receive grant funding for an initiative. Past and ongoing examples include BlackChat, VALU Coop, and TransCareBC.
- Build relationships with collaboration partners.
- Provide co-management and communication support to our collaborations.
- Assign a Lead from the Programs circle who will anchor communications, co-management and relationship aspects of the collaboration in consultation with the rest of the Programs circle

### Community Engagement

- Actively participate in community advisories, networks, tabling events, and coalitions that align with our organizational mission and values
- Provide consultations to grassroots groups and community organizations seeking capacity building support around peer-based engagement, anti-oppressive organizational processes, and other requests
- Create and facilitate presentations for conferences and community events (scaled for larger audiences and speaker engagements as opposed to workshop-style curriculum delivery)
- Opportunity to liaise with community members and partners to co-develop projects that align with our organizational values.
  - For these internal projects, PeerNetBC staff co-plan, report, facilitate (often in partnership), coordinate, and may provide project management.

### Your Experience

#### Essential Skills & Competencies (“must haves”):

- Demonstrated capacity and extensive work/volunteer experience in anti-discrimination and community development projects and initiatives
- Demonstrated ability to work with intergenerational communities and diverse communities
- Demonstrated ability to engage and connect with youth
- Understanding of the philosophy of anti-oppression work, peer support principles, and community collaboration
- Ability to develop and facilitate workshops in a variety of settings and topics including working through tensions or conflicts that may arise
- Ability to nurture and build partnerships with key funders
- Creative and innovative approach to facilitation, curriculum development
- Knowledge and experience in the non-profit sector
- Ability to work independently and as part of a team
- Interest in being part of a non-hierarchical staff team and taking on the responsibility that requires (ex. not having an ED to make final decisions)





## Useful Strengths and Interests

*\*Considering how collaboratively we work at PeerNet, the following list includes some areas that would support PeerNet as whole, but aren't required for the Programs Circle Community Developer.*

- Assisting with PeerNetBC fund development initiatives on behalf of the organization
- Board relations and non-profit governance
- Grant writing, reporting & nurturing relationships with key funders
- Support in social media and online presence:
  - Writing and/or scheduling newsletters on Mailchimp
  - Posting and/or scheduling posts on Instagram and Facebook or expanding our online presence to LinkedIn and Tiktok
- Visual design and organization look and feel
  - Support in graphic design and/or opportunity to learn about it using the Adobe Creative Suite and Canva
  - Photography and/or opportunity to learn about it.

## More about PeerNet work culture:

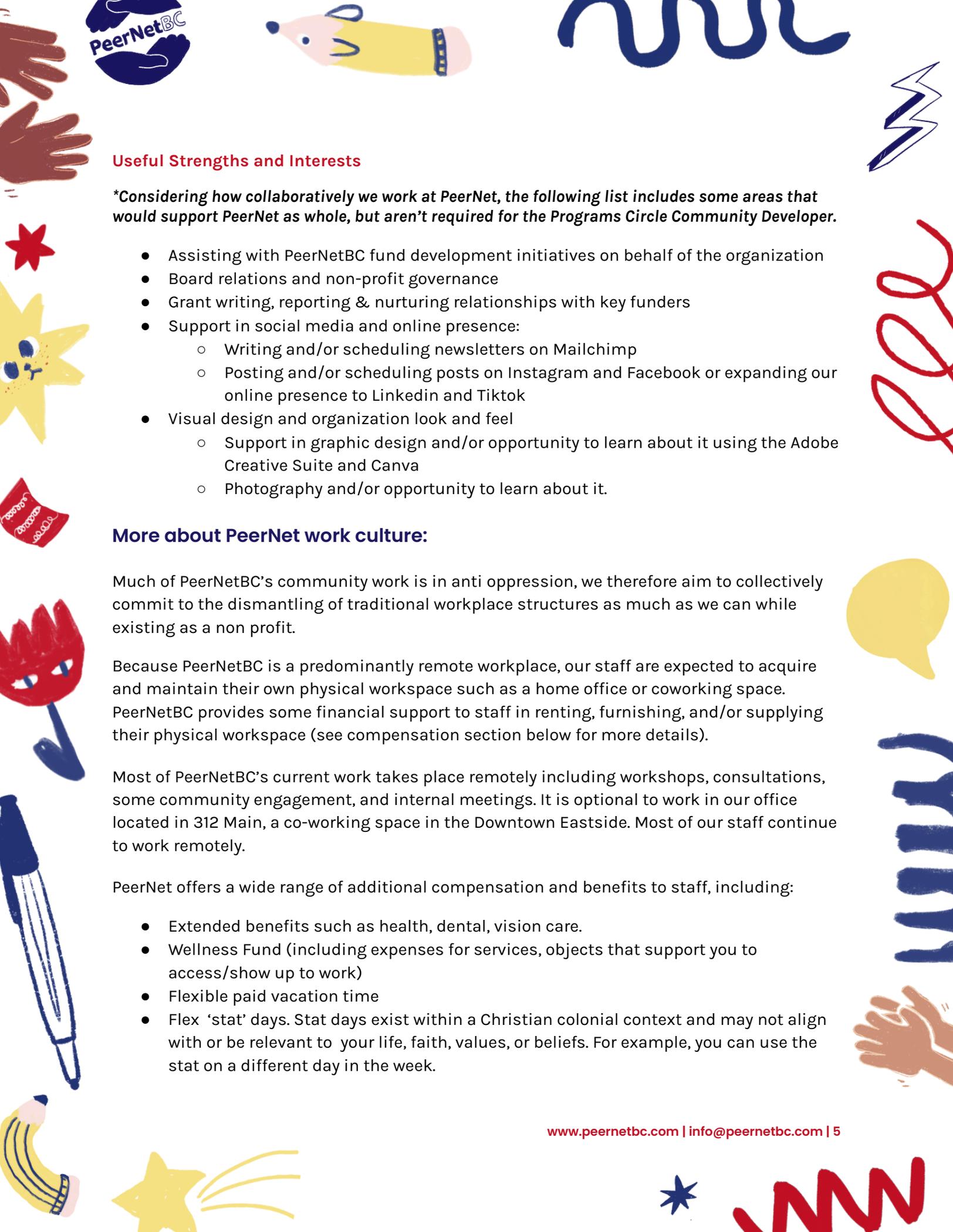
Much of PeerNetBC's community work is in anti oppression, we therefore aim to collectively commit to the dismantling of traditional workplace structures as much as we can while existing as a non profit.

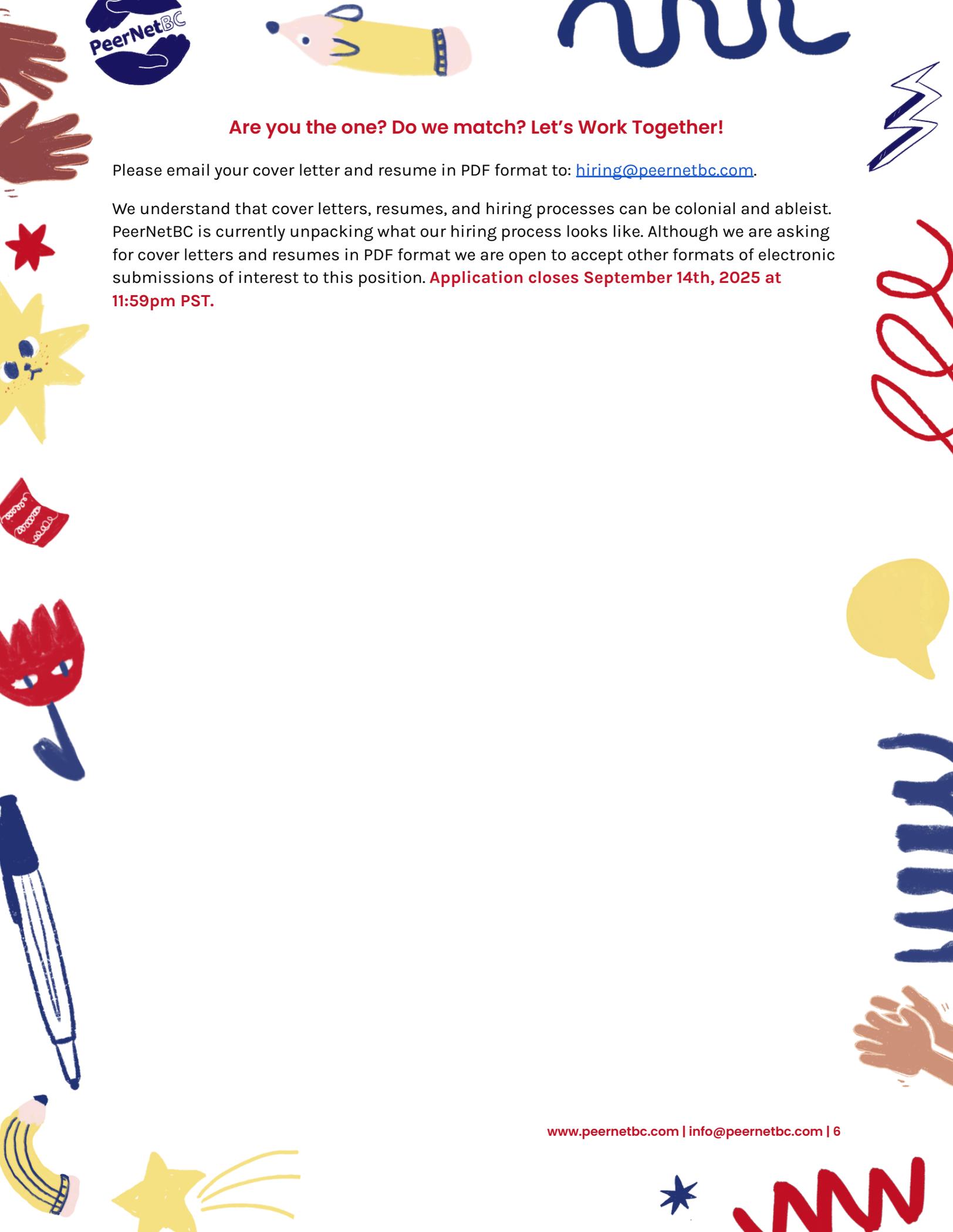
Because PeerNetBC is a predominantly remote workplace, our staff are expected to acquire and maintain their own physical workspace such as a home office or coworking space. PeerNetBC provides some financial support to staff in renting, furnishing, and/or supplying their physical workspace (see compensation section below for more details).

Most of PeerNetBC's current work takes place remotely including workshops, consultations, some community engagement, and internal meetings. It is optional to work in our office located in 312 Main, a co-working space in the Downtown Eastside. Most of our staff continue to work remotely.

PeerNet offers a wide range of additional compensation and benefits to staff, including:

- Extended benefits such as health, dental, vision care.
- Wellness Fund (including expenses for services, objects that support you to access/show up to work)
- Flexible paid vacation time
- Flex 'stat' days. Stat days exist within a Christian colonial context and may not align with or be relevant to your life, faith, values, or beliefs. For example, you can use the stat on a different day in the week.





**Are you the one? Do we match? Let's Work Together!**

Please email your cover letter and resume in PDF format to: [hiring@peernetbc.com](mailto:hiring@peernetbc.com).

We understand that cover letters, resumes, and hiring processes can be colonial and ableist. PeerNetBC is currently unpacking what our hiring process looks like. Although we are asking for cover letters and resumes in PDF format we are open to accept other formats of electronic submissions of interest to this position. **Application closes September 14th, 2025 at 11:59pm PST.**

