



2 King Street West, Suite 100
Kitchener, Ontario N2G 1A3
226-336-1988

info@kindmindsfamilywellness.org
<https://www.kindmindsfamilywellness.org/>

Job Title: Trainer/Facilitator
Program Title: Preventing Family Violence and Child Maltreatment in Black Communities
Organization: Kind Minds Family Wellness (KMFW)
Location: Waterloo Region, Ontario (with in-person and virtual activities across the region)
Term: 1-year contract (renewed annually)
Project Period: April 1, 2026 – March 31, 2030
Compensation: \$25/hour
Contract Type: Part Time

Job Summary

Kind Minds Family Wellness (KMFW) is seeking dedicated and experienced Trainer/Facilitators to support a multi-year initiative focused on preventing family violence and addressing child maltreatment in Black communities within the Waterloo Region.

Trainer/Facilitators will deliver culturally grounded, trauma- and violence-informed, and anti-racist training to service providers working with Black families. The role involves facilitating training sessions, supporting the adoption of culturally responsive practices, and fostering reflective learning environments for service providers. Working closely with the Project Manager, community partners, and Black-led organizations, Trainer/Facilitators will contribute to the delivery and refinement of intervention tools, support the implementation of training materials, and participate in knowledge-sharing activities that strengthen service responses for Black children, youth, and families.

Key Responsibilities

Training Delivery and Scheduling

- Schedule and deliver training sessions for service provider organizations across the Waterloo Region in both in-person and virtual formats.
- Facilitate culturally grounded training workshops focused on preventing family violence and child maltreatment in Black communities.
- Distribute training toolkits, facilitation guides, and supporting resources to participating service providers.
- Support participants in understanding and applying culturally responsive, trauma-informed, and anti-racist approaches within their organizational settings.

Facilitation and Implementation Support

- Facilitate follow-up consultations, reflection sessions, and discussion circles with service providers to support implementation of training content.



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- Provide coaching and guidance to organizations adopting culturally responsive tools and reflective practices.
- Offer targeted feedback and recommendations to address implementation barriers within participating organizations.
- Support peer learning opportunities among service providers and encourage collaborative problem solving and knowledge exchange.

Curriculum Development and Review

- Contribute to the **co-design and refinement of culturally grounded training modules, toolkits, and resource guides** in collaboration with Black families, youth, and frontline service providers.
- Review training materials to ensure alignment with **Afrocentric, anti-racist, and trauma-informed frameworks**.
- Ensure cultural safety and relevance in the language, framing, and case examples used in training resources.
- Support ongoing improvements to training curriculum based on participant feedback and implementation experiences.

Sustainability and Knowledge Mobilization

- Support the development of sustainability checklists and implementation templates to help organizations integrate learned practices into policies and service delivery.
- Document promising practices and models to support continued use of training resources beyond the project's funding period.
- Participate in community forums, webinars, and conferences to share project learnings and contribute to knowledge mobilization efforts.
- Collaborate with community partners and service providers to promote the long-term integration of culturally responsive practices within the region.

Ethical Compliance

- Participate in training related to TCPS2 ethical principles for research involving human participants.
- Support ethical engagement with participants during training, consultations, and knowledge-sharing activities.
- Maintain confidentiality and uphold trauma-informed and culturally safe practices when working with community members and service providers.

Qualifications



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- Demonstrated experience in training facilitation, adult education, or community-based capacity building.
- Strong understanding of Afrocentric, anti-racist, and trauma- and violence-informed approaches.
- Experience working with Black communities and culturally diverse populations.
- Knowledge of child maltreatment prevention, family violence prevention, or community wellness initiatives.
- Strong facilitation, communication, and group engagement skills.
- Ability to create inclusive, culturally safe learning environments.
- Experience collaborating with community organizations, service providers, and multidisciplinary teams.
- Strong organizational and time-management skills.
- Knowledge of the Waterloo Region community and service landscape is considered an asset.
- Post-secondary education in Social Work, Public Health, Education, Community Development, Psychology, or a related field, or an equivalent combination of education and professional experience.

Applicants are to submit their resume and cover letter by email to admin@parkerhrsolutions.com.
Subject line: Trainer/Facilitator Application – KMFV – [Applicant Full Name]

Applications will be reviewed on a rolling basis until the position is filled. Only shortlisted candidates will be contacted. We encourage applications from Black communities and equity-deserving groups. Accommodations are available upon request.