

Student Affairs Employment Opportunity

Position: Gender-Based Violence & Bystander Intervention Peer Facilitator

Term: Part-Time, September 8th, 2026 – April 30th, 2027

Evening and weekend hours are required.

Remuneration: \$17.60 per hour *(plus 4% vacation pay)*

Program Description

The Gender-Based Violence Awareness & Bystander Intervention Program is a collaboration between Student Affairs and Sexual Violence Prevention & Response Services. It implements educational programming as part of an overall strategy at Queen's University to address and prevent gender-based violence. Queen's students will have access to multiple opportunities to develop both their knowledge and their skills in relation to gender-based violence, consent, and the creation and maintenance of healthy relationships by the time they graduate.

Job Summary

Reporting to the Gender-Based Violence Awareness & Bystander Intervention Student Lead and the Student Leadership and Skill Development Coordinator, the Peer Facilitators are responsible for delivering four different workshops to help develop students' knowledge about consent, sexual violence, and skills to recognize and safely intervene to prevent sexual violence. This includes content delivery, facilitating discussion, and encouraging group participation in activities. These sessions are developed in coordination with Student Affairs and Sexual Violence Prevention and Response Services.

Peer Facilitators will participate in Train-the-Trainer sessions to become familiar with program content and become equipped to answer questions, facilitate productive discussion, and collect feedback from participants.

Applicants must be available for in-person facilitator training on a Saturday in early September.

Key Duties

Pre-workshop delivery

- Attend Train-the-Trainer sessions;
- Plan delivery of workshop with assigned Peer Co-Facilitator.

Workshop delivery

- Arrive 15 minutes before start of workshop to set up and stay for 15 minutes after workshop for take-down;
- Take and submit attendance;
- Ensure space is set up and technology is working;
- Start and end on time;
- Deliver workshop content as outlined, in confident and sensitive manner;
- Facilitate discussion where prompted, ensuring non-judgmental approach;
- Manage group dynamics;
- Answer questions where appropriate, indicate you will follow-up if more challenging;
- Offer and circulate appropriate resources and referrals;
- Distribute link to online assessment forms.

Additional Duties

- Attend meetings with Gender-Based Violence Awareness & Bystander Intervention Student Lead, as required;
- Provide feedback on session content and program delivery, when requested.

General requirements

- Facilitate a minimum of 5 workshops per term, with adequate notification to Student Leadership and Skill Development Coordinator if this minimum cannot be met in either term;
- Attend team meetings;
- Uphold the values of Queen's University including adhering to the [Student Code of Conduct](#);
- Operate within the limits of training and expertise using peer-to-peer helping model;
- Document and report any issues that arise during workshops to the Student Leadership and Skill Development Coordinator;
- Maintain participant and peer confidentiality and privacy.

Skills Required

- Team orientated and ability to work with others;
- Ability to manage group dynamics;
- Self-reflective, patient and empathetic;
- Active listening and communication skills;
- Demonstrated initiative and self-motivation;
- Ability to foster a positive, respectful and inclusive learning environment;
- Comfortable talking about sex, sexual violence, and gender-based violence through an intersectional lens;

- An understanding of the ways in which intersectionality and identity play a role in sexual violence is an asset;
- Conflict resolution and problem-solving skills;
- Knowledge of Queen's and campus resources;
- Interest, passion, and enthusiasm for educating peers.

Eligibility

- Enrolled as a current, full-time undergraduate or graduate student for the duration of the contract;
- Currently in good academic and conduct standing;
- Experience delivering workshops or facilitating discussion on issues of gender-based violence preferred;
- Understanding of issues of intersectionality and multiple forms of oppression;
- Commitment to complete all required Train-the-Trainer sessions (including a full weekend in September), attend required team meetings, and sign-up to deliver training sessions.
- Ability to facilitate sessions in person on Queen's University campus in the Fall 2026 and Winter 2027 terms.

Remuneration: \$17.60 per hour (plus 4% vacation pay)

Application Instructions

Applications are due **Sunday, March 8, 2026 at 11:59 PM**

To apply, please submit a cover letter and resume through MyCareer.

If you have any questions, please email Deighton Law, Student Leadership & Skill Development Coordinator, at vnb2@queensu.ca

We thank you for your application. Only those individuals who are selected for an interview will be contacted.

We are committed to employment equity and diversity in the workplace and welcome applications from individuals from equity seeking groups such as women, racialized/visible minorities, Indigenous/Aboriginal peoples, persons with a disability, persons who identify in the LGBTQ2S+ community and others who reflect the diversity of Canadian society.