



Indigenous Community Worker Hybrid 090-23-2
Kanikonriio Youth Life Promotion, Social Services
Full-Time

Applications will be received by Six Nations of the Grand River and Grand River Employment & Training (GREAT) up until 4:00 p.m. EST, Wednesday, **June 7th, 2023**, for the Indigenous Community Worker Hybrid with Kanikonriio Youth Life Promotion, Social Services Department. The Six Nations of the Grand River Application for Employment Form, Job Posting and Job Description are available for printing from the www.greatsn.com website. Online applications accepted through <https://www.vscyberhosting.com/sixnations/>. **NO LATE APPLICATIONS ACCEPTED.**

Applicants from Six Nations and other First Nations will be given preference to deliver programs and services in a First Nations community.

JOB SUMMARY:

The Indigenous Community Worker Hybrid reports to and works under the direction and supervision of the Manager of the Kanikonriio (Good Mind) Child and Youth Programs, Six Nations of the Grand River Social Services.

The Indigenous Community Worker (ICW)
(21 Hours per Week)

Provides culturally appropriate programming for Indigenous youth in, or at risk of conflict with the law. Through effective cultural supports and education for Indigenous children, youth, families, and communities, the program provides services that focus on supporting rehabilitation and reintegration of youth into the community as well as preventing reoffending. This program targets urban Indigenous youth aged 12-17 in the Brantford area at the time of an offence who have been found guilty and are on probation, conditional supervision, or community supervision.

Kanikonriio Advisor (YLP)
(14 Hours per Week)

The Kanikonriio Advisor provides youth with services related to mental health support, suicide and mental health crises prevention, and programming grounded in culture, language, and a connection to the land. YLP serves youth aged 0-18 and focuses on improving physical, mental, emotional, and spiritual outcomes for individuals as part of a holistic approach to wellness that recognizes the role of families, social networks, cultural identity, and the community at large. By providing these tailored services and programs in the Six Nations community, YLP reduces barriers to accessing service, supports multi-dimensional individual care plans, and advocates for client wellness across different

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service sectors. The Advisor will be familiar with elementary and secondary schools on and off reserve and help support in-school programming as required.

Type	Full Time
Closing Date	June 7 th , 2023
Hours of Work	35 hours
Wage	TBD

BASIC QUALIFICATIONS:

- Must possess a College Diploma from an institution in good standing with a preference given to the following area(s) of expertise: social sciences, social work, law, or a related field.
- Will have a minimum of a college diploma in Social Service Worker, Child and Youth Worker or Recreation and Leisure Services and 1 year demonstrated experience working with children and youth in a community setting.
 - OR
- Will have another post-secondary diploma or degree in a related field with 3 years' demonstrated experience developing programming for children and youth related to recreation, mental health, or supportive care.
- Flexibility of working hours will be required (evenings / occasional weekends when needed)
- Able to provide a valid current G class license.
- Able to provide a current and favourable drivers abstract with minimal offenses.
- Access to a reliable vehicle with minimum 2-million-dollar liability insurance.
- Must have a favourable criminal record check and vulnerable record check.
- Certified in Applied Suicide Intervention Skills Training (ASIST) or Mental Health First Aid.
- Additional training or certifications in the areas of mental health and addictions, child and youth services, counselling, or crisis counselling preferred.
- Valid First Aid & CPR certification.

SUBMISSION PROCEDURE: (Choose one method ONLY):

Method #1: Online

1. Please visit: <https://www.vscyberhosting.com/sixnations/> to access our job board and follow the directions to apply.
2. Please ensure all required documents are provided/uploaded with your application package, which include:
 - a. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
 - b. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.

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- c. Copy of your education diploma/degree/certificate and transcript.
3. If you have any questions or need assistance please reach out to Lesleigh Rusnak, Staffing Officer at 519-445-2223 ext 4343 or via email at StaffHR@sixnations.ca.

Method #2: GREAT – Applications must include all of the following:

1. Printed, filled in and authorized Six Nations of the Grand River Application for Employment Form.
2. Cover letter including your band name and number (if applicable). Please indicate in your letter how your education and experience qualifies you for this position.
3. Recent resume clearly identifying that you meet the Basic Qualifications of this position as stipulated above.
4. Photocopy of your education diploma/degree/certificate and transcript.
5. Place all documents listed above in a sealed envelope and mail to or drop off at:

Indigenous Community Worker Hybrid – Full Time – 090-23-2
c/o Reception Desk
Grand River Employment & Training (GREAT)
P.O. Box 69, 16 Sunrise Court
Ohsweken, Ontario N0A 1M0

POSITION TITLE: **INDIGENOUS COMMUNITY WORKER HYBRID
KANIKONRIIO (GOOD MIND) CHILD & YOUTH PROGRAMS**

REPORTING RELATIONSHIP:

Reports to and works under the direction and supervision of the Manager of the Kanikonriio (Good Mind) Child and Youth Programs, Six Nations of the Grand River Social Services.

PURPOSE & SCOPE OF THE POSITION:

Indigenous Community Worker (ICW)

(21 Hours per Week)

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KEY DUTIES & RESPONSIBILITIES:

Technical Functions –

ICW

- Build partnerships with community agencies, justice partners, and other stakeholders to collaborate in youth justice initiatives.
- Implement culturally appropriate programming as required.
- Attend mandatory MCCSS-YJS training as required.
- Attend court as required.
- Attend relevant youth justice conferences, workshops, special events, and information sessions.
- Deliver presentations and information sessions as required.
- Meet with youth clients one-on-one to mentor, guide, assist, support, and provide referrals.

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- Provide transportation for youth clients as needed to assist them with counseling and connecting them with other support services.
- Implement youth sessions for training, teaching, and rehabilitative purposes.

YLP

- Plans and develops programming connected to the land and Ojibweh culture and languages.
- Creates group programs for children and youth that foster healthy relationships, positive mental health, support self-esteem, and encourage connections to their cultural heritage.
- Networks with service partners and the community to collect feedback and determine the needs of children and youth as part of program development.
- Provides immediate support, rapid stabilization, and relief of symptoms to children, youth, and families experiencing a crisis/intense situation in a flexible and responsive manner.
- Provides follow-up support and referrals to the appropriate services and agencies when and where necessary.
- Assists children, youth, and families with the development of safety/crisis plans to reduce the risk of continued or future crisis including education on reducing the risk of suicide.
- Provide debriefing and ongoing supports following crises/intense situations for individuals, groups, or the wider community as required.
- Follows procedures associated with the duty to report, child protection, threat risk analysis, and suicide protocols.

Administrative Functions –

ICW

- Conduct youth client intakes and assessments as necessary.
- Develop individual client plans of service as necessary.
- Maintain client files and case-notes.
- Maintain any relevant statistics as required for quarterly and annual reports.
- Develop and maintain a relevant database of Justice partners, community agencies, and stakeholders.
- Develop and maintain program forms and documents for service delivery.
- Develop, enhance, and distribute informational materials.
- Design, develop, maintain, and upgrade program information displays as needed.

YLP

- Maintains records, collects, and organizes statistics/data in accordance with the funding criteria.
- Reports on the quantitative and qualitative data collected from programs and services delivered.
- Follows procedures and practices related to, but not limited to, case management, informed consent, confidentiality, and record keeping.
- Participates in and contributes to unit staff meetings, clinical supervision, work planning, and program evaluation.
- Participates in the development and modification of service plans.

Communications Functions –

ICW

- Reviewing Offender Management Plans with Youth Probation Officer (YPO) or Police Services.
- Relating any specific supervision concerns to the YPO and/or Police Services as required.
- Liaise with Courts, Judges, Crown Attorneys, Institutions and various Police Services as required.
- Liaise and collaborate with MCCSS-YJS to provide services for Indigenous youth as may be required.
- Liaising with other Community agencies, justice partners, and youth justice agencies for consultation, research and developing best practices.
- Build partnerships with school boards in Brantford.
- Attending and participating in all staff meetings as required.

YLP

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- Develop a network of community partners and resources to support client referrals and program delivery.
- Collaborate with elementary and secondary school staff on and off reserve to develop and tailor relevant programs and services.
- Liaises with internal and external service providers as appropriate.
- Works with families and school staff to provide indirect mental health and wellness supports.
- Participates in case conferences with families, school staff, and service providers to maintain open communication as it applies to individual cases.

Other Functions –

Performs any other related duties as assigned by the Director of Social Services which includes, but is not limited to, acting as the alternate on the Six Nations Emergency Control Group and involvement with the Six Nations Community Emergency plan.

WORKING CONDITIONS:

ICW

- External contact with Police Services, Courts, Crown’s Office, Justice Office, Youth Probation, YPO’s, Educational Institutions, and various community agencies, etc.
- Direct client contact, including but not limited to young persons and their families.
- Some risk is involved due to predisposition of some clients.
- Work requires travel within Brantford community using own transportation.
- Work requires attending various meetings.
- Work hours may vary due to work schedule, programming, and client availability; evening and weekend availability will be required on occasion.

YLP

- Communication and collaboration with internal and external service providers.
- Work involves direct client contact with some risk due to predisposition of some clients.
- Duties include travel in and outside of the community.
- At times work will involve after school, evening, and weekend hours at locations on and off reserve.
- Work is physical in nature and may take place outdoors in year-round weather conditions at land-based and water-based locations.

WORKING RELATIONSHIPS:

Receives direction and guidance. Discusses plans, priorities and interacts to ensure tasks are done efficiently and effectively; receives instruction and supervision.

Works in a diplomatic, objective, and cooperative manner, with due regard for administrative authority.

With the Directors, Supervisors and Managers

- Provides information and assistance. Works in cooperative and courteous manner.
- Works in a diplomatic, objective, and cooperative manner with the appropriate degree of firmness, as required by the situation, and with due regard for confidentiality and process.

With the Community

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- Represents and promotes SNGREC and the Social Services Department in a courteous, cooperative, and professional manner.
- Works with staff/other Six Nations agencies with courtesy, cooperation, and teamwork.
- Develops sound professional working relationships.

KNOWLEDGE AND SKILLS:

Minimum Qualifications

- Must possess a College Diploma from an institution in good standing with a preference given to the following area(s) of expertise: social sciences, social work, law, or a related field.
- Will have a minimum of a college diploma in Social Service Worker, Child and Youth Worker or Recreation and Leisure Services and 1 year demonstrated experience working with children and youth in a community setting.
 - OR
- Will have another post-secondary diploma or degree in a related field with 3 years' demonstrated experience developing programming for children and youth related to recreation, mental health, or supportive care.
- Flexibility of working hours will be required (evenings / occasional weekends when needed)
- Able to provide a valid current G class license.
- Able to provide a current and favourable drivers abstract with minimal offenses.
- Access to a reliable vehicle with minimum 2-million-dollar liability insurance.
- Must have a favourable criminal record check and vulnerable record check.
- Certified in Applied Suicide Intervention Skills Training (ASIST) or Mental Health First Aid.
- Additional training or certifications in the areas of mental health and addictions, child and youth services, counselling, or crisis counselling preferred.
- Valid First Aid & CPR certification.

Other Preferred Qualifications

- Must be knowledgeable of traditional approaches to helping Indigenous youth.
- Will be thoroughly familiar with relevant legislation, regulations and guidelines related to working with children, youth, and families.
- Will be knowledgeable about Haudenosaunee culture and the contemporary characteristics of the Six Nations social structure, Social Services principles and mission statement.
- Be familiar with relevant Six Nations policies (i.e., employment, financial) and governing structures and processes.
- A working knowledge of the Social Services program(s) relevant and current legislation, regulations, and guidelines.
- Knowledge of external government structures and processes and various funding agreements.
- Knowledgeable of the impacts of multi-Generational trauma on families and the community.
- Must be knowledgeable of the Youth Criminal Justice System of Ontario.
- Must be knowledgeable of agencies/organizations serving youth in the Brantford area.
- Effective planning and organizational skills.

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- High degree of initiative, accountability, objectivity, and creativity.
- Excellent relational, mediation and negotiation skills.
- Excellent communication skills; verbal and written.
- Preference will be given to Six Nations of the Grand River Band Members, persons of Haudenosaunee ancestry, or persons of Indigenous ancestry.

IMPACT OF ERROR:

Errors in judgment/decisions could result in vicarious liabilities to SNGREC and both direct and vicarious liability to the Senior Administrative Officer and to the Director of Social Services and staff. Errors in conduct of duties could result in the jeopardizing or loss of program funding, poor staff relations, poor client/public relations, public confusion, loss of credibility.

CONTROL:

- Works within the organizational structure and administrative policy and procedures established by the SNGREC.
- Works within the Six Nations Social Services Department values, principles, and mission statement.
- Works within the policies and procedures established through service contracts by the SNGREC and the funding agencies.

DISCLAIMER

This document describes the position currently available and is only a summary of the typical functions of the position. It is not to be understood as an employment contract. The above job description is not an exhaustive list of the duties, responsibilities, working conditions or skills required for this position. Additional duties may be assigned. Six Nations of the Grand River reserve the right to modify job duties or the job description at any time.

SIGNATURE

This is to acknowledge that I have received a copy of this job description and understand its content.

Signature of Employee

Date

Indigenous Community Worker Hybrid is committed to a candidate selection process and work environment that is inclusive and barrier free. In order to ensure candidates are assessed in a fair and equitable manner, accommodations will be provided to prospective employees in accordance with the Accessibility for Ontarians with Disabilities Act (AODA), the Ontario Human Rights Code and the Six Nations Council policies.

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