Hamilton Regional Indian Centre
Employment Opportunity
Closes: Posted until filled

The Hamilton Regional Indian Centre is currently accepting applications looking to fill a new full-time position of **Indigenous Community Justice Program Worker**.

The Hamilton Regional Indian Centre (HRIC) is a large Indigenous not for profit organization. We are culturally based and committed to driving positive change for the community. As a staff member of HRIC you will have opportunity for professional growth, access to Elders and Traditional Knowledge Keepers and. We strive to uphold pre-colonial management and policy structure, while being supportive and maintaining a positive work atmosphere.

The Hamilton Regional Indian Centre (HRIC) Indigenous Community Justice Program Worker (ICJPW), under the direction of the Executive Director or Designate, is responsible to assist urban Indigenous people involved in the Canadian justice system through the development, implementation, and ongoing operation of wholistic approaches to justice. The ICJPW operates out of the Hamilton Regional Indian Centre and will also support diversions at other Friendship Centres.

QUALIFICATIONS:

- 2-year post-secondary education in Community Justice, Alternative Justice, Law, Criminology, Law and Justice, Law Enforcement, Social Service Work, Psychology, Community Services or related equivalent education and/or experience, skills, and abilities as determined by the Executive Director;
- 3 years of demonstrated and related work experience within Community Justice;
- Strong knowledge and awareness of Indigenous culture and history with emphasis on family violence, child welfare, impacts of trauma, and community outreach;
- Knowledge of Indigenous Community Justice concepts and Alternative Justice programs and concepts;
- Strong understanding of the Canadian laws and justice system to include familiarity of Legislation, Commissions, Inquiries, and cases relevant to Indigenous justice issues and programs;
- Demonstrate positive role modelling by consistently embodying behaviours that reflect the organizations values and principles;
- Outstanding analytical, problem solving, and trouble shooting skills
- Demonstrated ability to work collaboratively within the community and with a team of service providers;
- Demonstrated ability to build and maintain lasting working relationships;
- High flexibility with strong interpersonal skills that allow one to work effectively in a diverse environment;
- Skilled in the use of Microsoft Office and 365 applications;
- Valid driver's licence with clear driving record is an asset: and,
- Satisfactory Criminal Record with Vulnerable Sector Check.

HOURS OF OPERATION: Monday to Friday 8am to 8pm (8-hour shift within these hours of operation), occasional evenings/weekends

SALARY RANGE: $52,372.00-$57,050.00 per annum

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The HRIC is a highly flexible organization offering additional compensation in accordance with current policies. This includes 7 paid personal emergency days, 5 paid cultural days, 4 paid holidays beyond mandatory Employment Standards, paid vacation, paid shutdown over the winter holiday week, and a group benefits program. HRIC employee group benefits program has mandatory enrollment for full time permanent employees; eligible employees will be able to enroll upon the successful completion of their (3) three-month probationary period.

HRIC is committed to providing an inclusive and accessible work environment in concert with the Accessibility for Ontarians with Disabilities Act and the Human Rights Code. As such, we will make accommodations available to applicants with disabilities upon request during the recruitment process.

HRIC strives to ensure that its employment practices are free from direct and indirect discrimination and is committed to upholding the human rights of those participating in the hiring process. In pursuit of this commitment, we will not condone or tolerate any acts of discrimination or harassment under any of the grounds protected under human rights legislation. This commitment extends to the hiring process and throughout the course of employment.

Since this position is engaged primarily in serving the interests of the Indigenous people of Turtle Island, HRIC shall give preference to Indigenous people of Turtle Island who possess the requisite skill sets and experience.

Artificial intelligence is not used by HRIC to screen, assess, or select applicants for this role.

Interested candidates are encouraged to submit their cover letter, resume, and 3 employment references to jobs@hric.ca or in an envelope marked **CONFIDENTIAL** to:

Human Resources
Hamilton Regional Indian Centre
34 Ottawa Street North, Hamilton, Ontario L8H 3Y7
FAX: 905-548-0024