



Employment Opportunity

Position: Wewena ngiiwemaa Reintegration Worker
Status: Part-time Term Contract
Opening Date: December 17, 2024
Location: Thunder Bay Correctional Centre

Posting Reference #: NTC- 202422
Contract End Date: March 31, 2025
Closing Date: January 5, 2025
Hours of Work: 20 hours per week (3 days/wk)
Rate of Pay: \$36.27/hr

Join Nokiiwin Tribal Council, a dynamic and rapidly expanding non-profit organization committed to fostering growth and prosperity in collaboration with our five member First Nations. If you're passionate about making a positive impact in areas such as governance, finance, access to justice, economic development, community planning, technical, and education services, we invite you to explore exciting opportunities with us. Learn more about our mission at www.nokiiwin.com and be a part of a meaningful journey towards community empowerment and unity.

The Wewena ngiiwemaa (I'm taking her home safely) program is part of the efforts funded through the Missing and Murdered Indigenous Women and Girls (MMIWG) initiative. Its focus is to provide services for Indigenous women in corrections' custody to support their rehabilitation and assist in developing community reintegration plans. This facilitates a safe return to their communities upon release.

Key Responsibilities:

- Deliver specialized programming, workshops, and stand-alone sessions aligned with client needs.
- Regularly update program content to ensure its relevance.
- Address risks/needs of clients, focusing on culturally specific and trauma-informed rehabilitation supports.
- Develop comprehensive community reintegration plans addressing safety, security, health, well-being, cultural connections, and justice needs.
- Liaise with Ministry staff and community stakeholders to ensure program alignment and client progress.
- Participate in training and maintain compliance with organizational policies.

Outcomes and Deliverables:

- The Wewena ngiiwemaa Worker will contribute to achieving the following outcomes:
 - Identify and address clients' offense-related factors disrupt offence cycles and reduce recidivism.
 - Deliver holistic, culturally specific rehabilitation services tailored to Indigenous women.
 - Develop effective reintegration plans with educational components to reduce future victimization and re-offending.
 - Provide wrap-around support services targeting unique healing and wellness needs.

Key Skills and Qualifications

- Strong understanding of Indigenous cultures, traditions, and community needs.
- Experience in delivering culturally sensitive and trauma-informed programs.
- Ability to work collaboratively with correctional institutions, community organizations, and Elders.
- Excellent communication and interpersonal skills.
- Commitment to professional development and continuous learning.

Ready to make a difference? Apply today and become part of our dynamic team!

Interested applicants are encouraged to apply online at www.indeed.com by submitting a **single PDF document** that includes their cover letter, resume, and three (3) professional references by

4:00 p.m. Sunday January 5, 2025

Applicant screening will be conducted starting January 6, 2025

Only candidates who meet the qualifications and are granted an interview will be contacted.

Nokiiwin is an equal opportunity employer and is committed to providing employment accommodation in accordance with the Canada Labour Code and Accessible Canada Act. If you require accommodation to apply or if selected to participate in an assessment process, please advise Human Resources.

Position:	Wewena ngiiwemaa Worker	Department:	Access to Justice
Reports to:	Access to Justice Manager	Length of Contract:	March 31, 2025
Hours of Work:	20 hours per week	Salary:	\$36.27/hr
Reviewed by:	Access to Justice Manager	Date Originally Issued:	December 12, 2024
Approved by:	Access to Justice Manager	Revision Date:	
Location:	Thunder Bay Correctional Centre	Schedule:	3 days per week, two days at 7 hours one day at 6 hours

Project Description:

The Province is funding the Nokiiwin Tribal Council to deliver the Wewena ngiiwemaa (I'm taking her home safely) program. This initiative will be carried out from October 1, 2024, to March 31, 2025, within the Northern Region–Thunder Bay. The program aims to support the reintegration of Indigenous women from the Ministry of the Solicitor General's correctional system into their communities.

Summary of Position:

The Wewena ngiiwemaa (I'm taking her home safely) program is part of the efforts funded through the Missing and Murdered Indigenous Women and Girls (MMIWG) initiative. Its focus is to provide services for Indigenous women in corrections' custody to support their rehabilitation and assist in developing community reintegration plans. This facilitates a safe return to their communities upon release.

Program Objectives:

The program includes the following objectives:

- Provide reintegration counseling and services for Indigenous women (First Nations, Métis, and Inuit, including status and non-status, residing on- and off-reserve).
- Deliver specialized education on recognizing risks and ensuring safety in areas such as housing, children's services, trafficking, education, employment, and relationships.
- Develop and implement community reintegration plans, offering guidance to navigate system processes.
- Support survivors of domestic violence and human trafficking.
- Deliver culturally sensitive programming tailored to clients' diverse needs, engaging Indigenous communities and Elders for additional support.
- Assist Native Inmate Liaison Officers (NILOs) in providing cultural programming and Indigenous core programs for women, including Understanding the Journey.
- Support and assist as needed in traditional ceremonies, teachings, and women-focused cultural practices.
- Collaborate with Ministry staff on programming plans and compliance.
- Maintain confidentiality while ensuring clients understand limitations due to duty-to-report requirements.
- Provide or coordinate translation and interpretation services as needed.
- Pursue cultural training for professional development.

Key Responsibilities:

- Deliver specialized programming, workshops, and stand-alone sessions aligned with client needs.
- Regularly update program content to ensure its relevance.
- Address risks/needs of clients, focusing on culturally specific and trauma-informed rehabilitation supports.
- Develop comprehensive community reintegration plans addressing safety, security, health, well-being, cultural connections, and justice needs.
- Liaise with Ministry staff and community stakeholders to ensure program alignment and client progress.
- Participate in training and maintain compliance with organizational policies.

Outcomes and Deliverables:

- The Wewena ngiiwemaa Worker will contribute to achieving the following outcomes:
- Identify and address clients' criminogenic risks to disrupt offence cycles and reduce recidivism.
- Deliver holistic, culturally specific rehabilitation services tailored to Indigenous women.
- Develop effective reintegration plans with educational components to reduce future victimization and re-offending.
- Provide wrap-around support services targeting unique healing and wellness needs.

Monitoring and Compliance:

Activities include:

- Activity reporting.
- On-site compliance and evaluation visits.
- Regular communication through telephone, email, and mail.
- Policies and Procedures

The Wewena ngiiwemaa Worker must adhere to the Nokiiwin Tribal Council's policies and procedures for delivering the program.

These policies must:

- Align with health and safety guidelines
- Incorporate updates from local Public Health Units.

Key Skills and Qualifications

- Strong understanding of Indigenous cultures, traditions, and community needs.
- Experience in delivering culturally sensitive and trauma-informed programs.
- Ability to work collaboratively with correctional institutions, community organizations, and Elders.
- Excellent communication and interpersonal skills.
- Commitment to professional development and continuous learning.

Program Outcomes:

The program aims to:

- Support Indigenous women in creating pathways to safety, security, and well-being.
- Develop robust community reintegration strategies tailored to individual needs.
- Promote healing and cultural connection to aid in successful rehabilitation and reintegration.

The **Wewena ngiiwemaa (I'm taking her home safely)** program is a critical initiative fostering the safety, rehabilitation, and empowerment of Indigenous women in the justice system.

Working Conditions:

- The position requires working onsite at the Thunder Bay Correctional Centre for three days per week, adhering to strict security protocols.
- Exposure to a correctional environment may involve high-stress situations and interactions with individuals who have experienced significant trauma.
- The role demands flexibility to adjust to varying client needs and institutional requirements.
- Frequent collaboration with diverse stakeholders, including correctional staff, community organizations, and Elders.
- Adherence to confidentiality and data protection standards is critical.

Impact of Error:

- Errors in judgment or service delivery can have significant consequences, including:
- Compromising the safety and well-being of clients.
- Erosion of trust between clients, communities, and service providers.
- Non-compliance with Ministry or institutional guidelines, potentially jeopardizing program funding or continuation.
- Failure to meet program objectives, which could impact client reintegration success and contribute to recidivism.

Control:

- The Wewena ngiiwemaa Worker will operate under the supervision of the Nokiiwin Tribal Council.
- Regular performance evaluations and monitoring ensure adherence to program objectives and policies.
- Structured reporting mechanisms, including activity logs and financial reporting, provide oversight.
- Collaboration with the Ministry staff ensures compliance with institutional and programmatic guidelines.
- Training and professional development opportunities are provided to maintain high standards of service delivery.

Approved By: _____ Date: _____

Accepted By: _____ Date: _____